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The SIGNALMAN'S Journal

DECEMBER 1980

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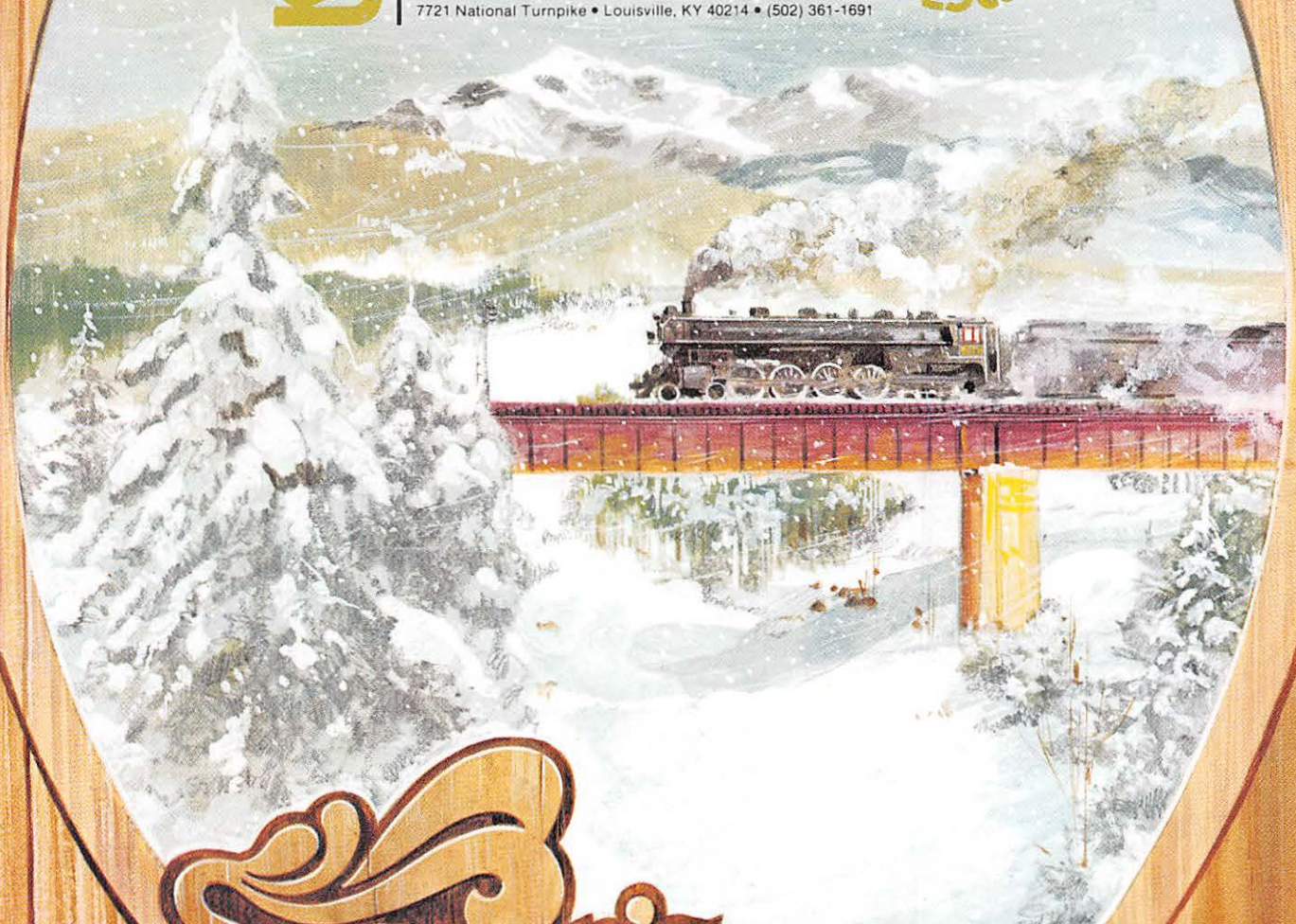

Season's Greetings

Volume 61 Number 10 December 1980

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The SIGNALMAN'S Journal

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Cover: Autumn in Mount Prospect, Illinois. Top picture is front of BofRS headquarters; bottom picture is the back.

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Council and trustees meet at Grand Lodge

Signal trainee of 1980, Ronnie Walter Ruple, (center) talks to John T. Bass (left) BofRS vice president, and R. T. Bates, president, prior to the NTATC meeting the next day when Ruple was awarded a certificate of achievement from the national apprenticeship conference.

Council and trustees of BofRS (left) met recently at Grand Lodge in Mt. Prospect. Shown clockwise from the left are: John E. Hansen, vice president; William A. Class, Jr., secretary, board of trustees, and Burlington Northern general chairman; Roger E. McCaughan (rear), grand lodge representative and Canadian general chairman; Bernard E. Britcher, chairman, board of trustees, and general chairman, United Signalmen General Committee; Victor Matity, Canadian trustee, and local chairman, Saskatchewan Lodge 203; and M. B. Frye, vice president.

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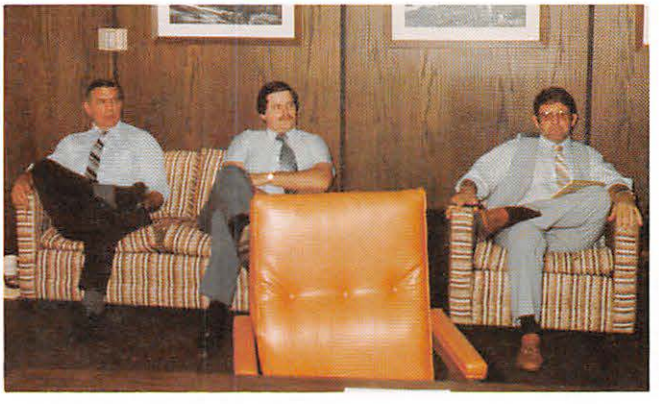


At Council and Trustees' meeting are Val Van Artsdalen (left) grand lodge representative; V. M. Speakman, Jr., grand lodge representative; and W. W. Lauer (right) director of research.

Bates' Commentary

Deregulation for the transportation industry has been a major objective of the Carter Administration. First the airlines were deregulated, then the truckers, and now the railroads. To honor a long-time friend of the rail industry, The Staggers Rail Act of 1980 was passed by the Congress and signed by President Carter. Harley Staggers, from West Virginia's second district, not only had the distinction of having the dereg bill named after him, but did much of the spade work to get it passed.

The bill allows rail management to set rates on a flexible basis to meet competition, eliminates restrictive car service rules and provides the rate freedom sought for so long. To hear management tell it, the Staggers Act is the "dawn of a bright new era." I certainly hope so, because the railroads now have the opportunity to go out and get the traffic they claim they could not get because of government regulations.

But I have some doubts and I would like to share with you a true story related to me when I was on vacation this past summer. I spent two weeks in Oregon, up in the timber country where I grew up and had worked in my earlier years. During this vacation, I spent considerable time renewing friendships with many people I had not seen in quite a while. One friend, who works for a major timber company, told of shipping problems that were typical of what happened during the many years I lived and worked in western Oregon.

My friend's company is not able to get enough wood chip rail cars and is often required to use trucks. Because of their smaller capacity — 20 tons compared to 100 tons per rail car — the timber company has to stock pile chips on the ground and use extra labor to load the trucks using a front end loader. With rail cars, they can blow the chips into the cars from the mill.

With the depressed building industry, this timber company, like others, is making wood chips for paper and fibreboard. This gives them business during the building industry downturn. But, as my friend explains, "we are a captive business in this part of the state, so apparently the railroad says 'the public be damned.' "

With deregulation, the railroad should be eager for the wood chip business, lower its rates and provide the cars to get the business away from the trucks.

Where there are captive shippers, will the railroads go after new business? Or will their captive customers have to wait until the railroad is ready to serve them? In some cases, the shippers are moving into other modes. That may be why branch line traffic is disappearing from the railroads.

I hope this example is only an isolated one, but certainly railroads' past record is no indication that they will really use deregulation to provide better, more efficient service to the shippers and the general public. We will have to wait and see, but let's hope we do not see more railroad line abandonments.

Tom Bates

Meeting is chaired by R. T. Bates (head of table), president, BofRS. Clockwise from the left are: W. W. Altus, and J. T. Bass, vice presidents; W. D. Best, secretary-treasurer; Bates; C. S. Chandler, and W. B. Harwell, Jr., vice presidents.

Listening to President Bates are (clockwise from the left): Chandler; John E. Platt, vice president; Harwell; Hansen; McCaughan (rear); Class; Britcher; Matity; Frye; Bass; and Best.

Pickett appointed grand lodge representative

Willard Daniel Pickett, signal maintainer for the Norfolk & Western on the Radford division, has been appointed grand lodge representative for the Brotherhood of Railroad Signalmen. Brother Pickett's appointment is effective October 13, 1980. He will spend some time in Grand Lodge in a training capacity before his assignment to the Washington, DC office to assist Vice President John E. Hansen in legislative and other matters.

Brother Pickett was born in Sugar Grove, VA on December 12, 1945. He graduated from Sugar Grove high school. He attended Virginia Western Community College for two years studying electrical engineering. In the labor education field, he attended the George Meany Center for Labor Studies in Silver Spring, MD, and Brotherhood training seminars for local union officers.

He joined N&W as a lineman helper in July 1965 and advanced to lineman later in the year. He served two years in the U.S. Army in communications work, which included one year in Viet Nam. He was honorably discharged in October 1967 with the rank of sergeant.

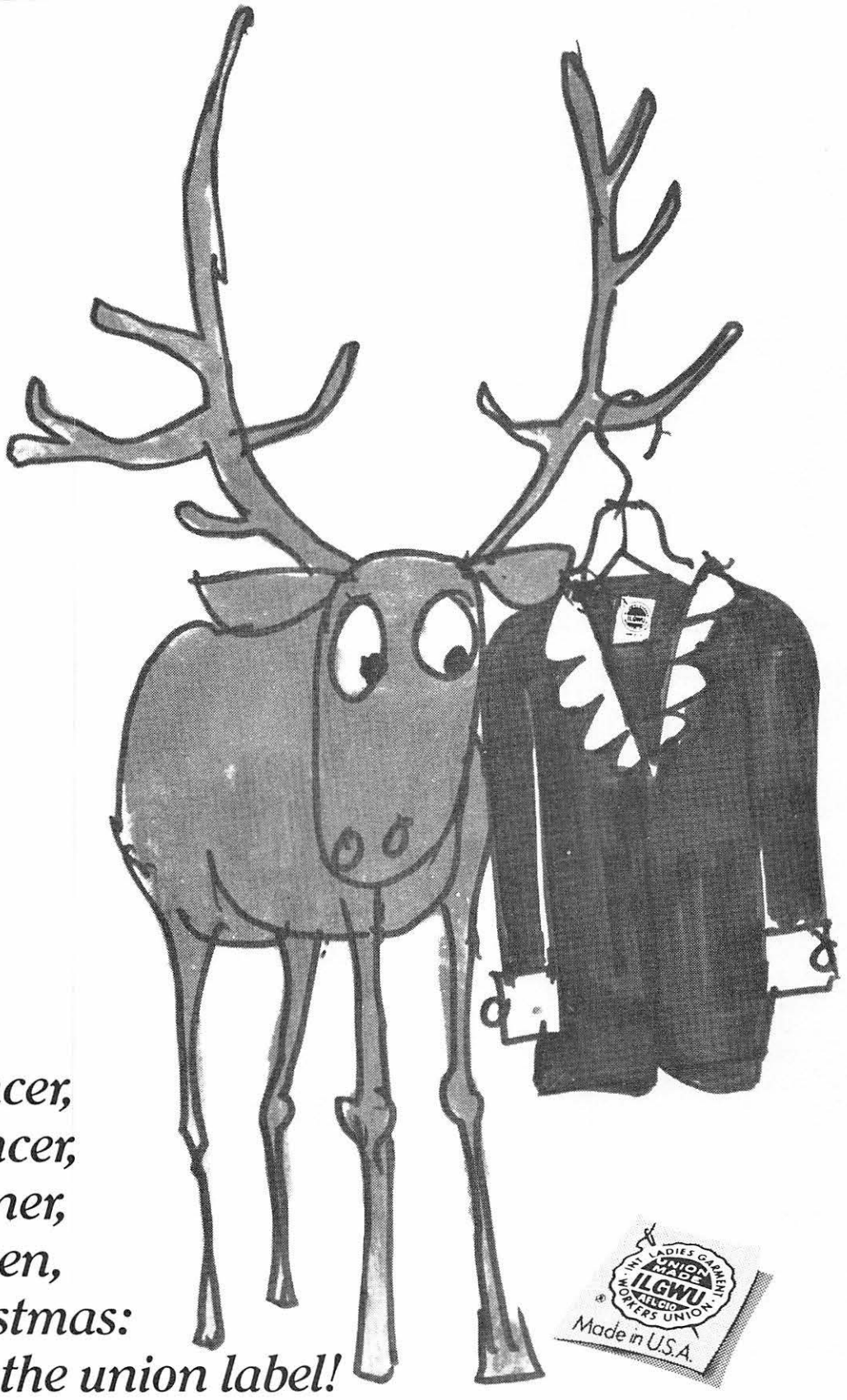
Brother Pickett returned to N&W employment as a relief telephone maintainer in October 1967. A year later he became signal maintainer at Waynesboro, VA. In July 1971, he transferred to signal maintainer on the Radford division and has worked at Roanoke, Radford and Narrows, VA.

Brother Pickett joined the Brotherhood of Railroad Signalmen in October 1968 and has been active in the union. He has been recording and financial secretary of Goodwin Lodge 77 since October 1973. Also, he has been local chairman of the Radford division since July 1978, and as such has been a member of the N&W general committee since August 1978.

Brother Pickett married Sandra Tate on June 14, 1969. They have a 9-year old daughter Kimberly. He also has had time to be active in civic affairs in his resident town of Dublin, VA. He has worked with Little League baseball and has served with the Dublin Volunteer Fire Department.

Brother Pickett's parents live in Sugar Grove, VA. His father, Ernest C. Pickett, Sr., is a retired N&W lineman.

(Please turn to page 26)



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Signal trainee of 1980 Ronald W. Ruple (standing left) receives a certificate of recognition at the National Transportation Apprenticeship & Training Conference. Presenting the award is Richard E. Martin, vice president, Sheet Metal Workers' International Association. Watching (at lower left) is Reid Kenedy, director, Railway Educational Bureau. Martin and Kenedy are NTATC co-chairmen.

Signalman wins NTATC award

Brother Ronnie Walter Ruple, BofRS signalman trainee of the year 1980, received another award at the National Transportation Apprenticeship and Training Conference on October 10 in Rosemont, IL. Brother Ruple, retarder yard maintainer for the Missouri Pacific at North Little Rock, AR, had been selected by the Grand Executive Council of the Brotherhood of Railroad Signalmen to represent the Brotherhood at the NTATC annual meeting. (See September 1980 issue *The Signalman's Journal,* page 4.)

One of the panel of eight railroaders, Brother Ruple told the conferees of his training experience and what it meant to him. His remarks were appropriate to the conference theme: "Apprenticeship and Training in the 1980's: skill, pride and success. Brother Ruple's comments follow:

My life's story is one you will probably never read in a nationally circulated magazine. Neither will you ever find my autobiography published and gathering dust on a shelf in some library. Nor will you ever find my name listed in the who's who column somewhere. My life's story is what I would call a description of your typical American citizen.

Several signalmen attended the NTATC conference to hear speakers stress the importance of formal training for railway workers. The Brotherhood of Railroad Signalmen contingent included R. Thomas Bates, president; W. D. Best, secretary-treasurer; John T. Bass, vice president, and a member of the NTATC steering committee; Walter W. Altus, Jr., vice president; M. B. Frye, vice president; Charles S. Chandler, vice president; John E. Platt, vice president; John E. Hansen, vice president; William A. Class, Jr., secretary, board of trustees, and general chairman, Burlington Northern; Victor Matity, trustee member; Anthony Cunningham, general chairman, Canada; Roger McCaughan, general chairman, Canada, and grand lodge representative; V. M. Speakman, Jr., grand lodge representative; Val Van Artsdalen, grand lodge representative; W. W. Lauer, director of research; W. D. Corn, general chairman, Missouri Pacific; Ronald W. Ruple, retarder yard maintainer, Missouri Pacific and BofRS signal trainee of the year; and Robert W. McKnight, editor, The Signalman's Journal.

How it feels to be a double award winner is told by Ronald W. Ruple (right) to BofRS President R. T. Bates (left). Brother Ruple, a member of Missouri Lodge 72 and retarder yard maintainer on the Missouri Pacific at N. Little Rock, AR received an NTATC recognition certificate as an apprentice of the year. Also, the BofRS recognized Brother Ruple as the signal trainee of the year. The framed certificate held by Brother Ruple reads: The National Transportation Apprenticeship and Training Conference presents the Certificate of Recognition to Ronnie Walter Ruple for representing the achievement of apprenticeship and training in the transportation industry. This 10th day of October 1980. Signed Reid Kenedy, co-chairman; signed Richard Martin, co-chairman.

Born on July 5th, 1955 in the old Baptist hospital in Little Rock, AR, I was raised the oldest of four children. Our means was a modest income, comfortable middle class, you might say. However, I will admit to, on occasions, wearing hand-me-downs of older cousins and uncles.

My parents gave me the best they had to offer. The most important thing, looking back, was their love. The neighborhood I grew up in was what I would call your average, everyday, full-of-kids neighborhood complete with barking dogs, bicycle wrecks, and neighbors talking to one another over their fences.

My school days were spent in a county school. My attendance was average, my grades were average, and my conduct was average, although I probably had a few teachers who would disagree.

Finally on May 25th, 1973, that fateful day had arrived; that day that every child longs for from the day he enters grade one. Graduation; I had made it, or so I thought. Shortly after graduation I came to this conclusion; that to make a decent living you had to have one of three things: (1) money in abundance; (2) born into a family business or (3) a college education. Since the first two choices were out, I decided to go back to school — reluctantly; my first day at college and my first day at public school were just alike — I cried both times. After trying 1½ semesters I came home convinced college was not for me. I figured I'd do it like my dad did it — from the ground up.

Being home again I began to evaluate what was important. I realized that I had no purpose in life. I had no goals to challenge me. March 17th, 1974 will always be a day I will never forget. It is a day that I consider to be the most important in my life. For on March 17th, I had a personal encounter with the Lord Jesus Christ. I can't say that all my problems went away and that my goals were clearly established, but I can say that I did find the purpose in life that I had so desperately needed.

About this time I came up with the idea of getting on the railroad. My mother's side of the family has been working for the Missouri Pacific since 1901. My relatives assured me of a job. After all, they had never failed before. Three times I tried and three times I failed. They just couldn't understand it. Needless to say this was a dark time in my life. I began to work where I could find it — usually minimum wage and living at home. Dejected.

A little over a year later I met a man visiting at church. His name was Bob Hawkins and he worked for the Missouri Pacific in the signal department. Although I knew there were many departments on the MP, I had never heard of the signal department much less know what the concept of signaling was about. But, whether I knew about it or not, when they offered me a job I was not one to refuse. So I entered into service on April 11th, 1976 as an assistant in Walnut Ridge, AR. There I was standing up to my knees in a ditch burying cable. Finally, I thought, a good job without a college education and what's more, no more school.

At that time I didn't realize how wrong I was. On July 1, 1977, the Missouri Pacific entered into an agreement with the Brotherhood of Railroad Signalmen for a signal training school. Now I had the option to attend or forego it for the correspondence type instruction which I was already enrolled in. If you have been listening to me for the past few minutes you don't have to guess what my reaction was to the agreement. No; capital NO! I felt I had every reason for not going. At that time we had a correspondence system of learning with eight levels of testing. I had completed all but two of them. I could have advanced in seniority around many of my peers who had already signed and last but certainly

Missouri Pacific signalmen enjoyed the National Transportation Apprenticeship & Training Conference. Shown here are: W. D. Corn (left) general chairman; Ronnie W. Ruple, NTATC award winner and Signalman Trainee of the Year; and A. F. "Sonny" Graham (right), supervisor of signal training, MoPac, and the classroom instructor for Brother Ruple when he was in the MoPac signal training program.

not least, you could be dismissed for failing the course.

The gang I was working on was in Malvern, AR. The foreman's name was Leonard S. Harper, who is now deceased. His memory is one that I will always cherish. He knew how I felt about the school for I had been pretty vocal. However, he approached me one day and encouraged me to attend. His reasons weren't many and, at the time, his argument wasn't all that convincing but looking back I can see he was speaking from experience and loaded with wisdom. The rest is history for I went on to signal school and graduated on October 26, 1979. I will always be glad I went to signal training school and that I listened to Mr. Harper.

Even though the signal training school I attended was relatively new, I can see no major discrepancies in its program. I found the signal training program to be concise and very informative. The material was relatively simple to understand and thoroughly covered the subject matter. The hands-on experience of signal equipment in the school gave me a basic knowledge necessary for proper maintenance and trouble shooting.

My only area of concern for the signal training programs is that they stay abreast of the advances in electronics concerning the operation of signal systems. As never before, electronics is being incorporated into the centralized traffic control and grade crossing warning systems, because of our stand in the Brotherhood of Railroad Signalmen for safety both for railroad personnel and the general public.

I believe that it is not only necessary but imperative that we maintain a high degree of quality, up-to-date training in our signal schools.

The theme for this year's council has been apprenticeship and training in the 1980's — skill, pride and success. Rightfully so — for what three words could better portray the ingredients necessary for a progressive training program able to meet the demands of the future?

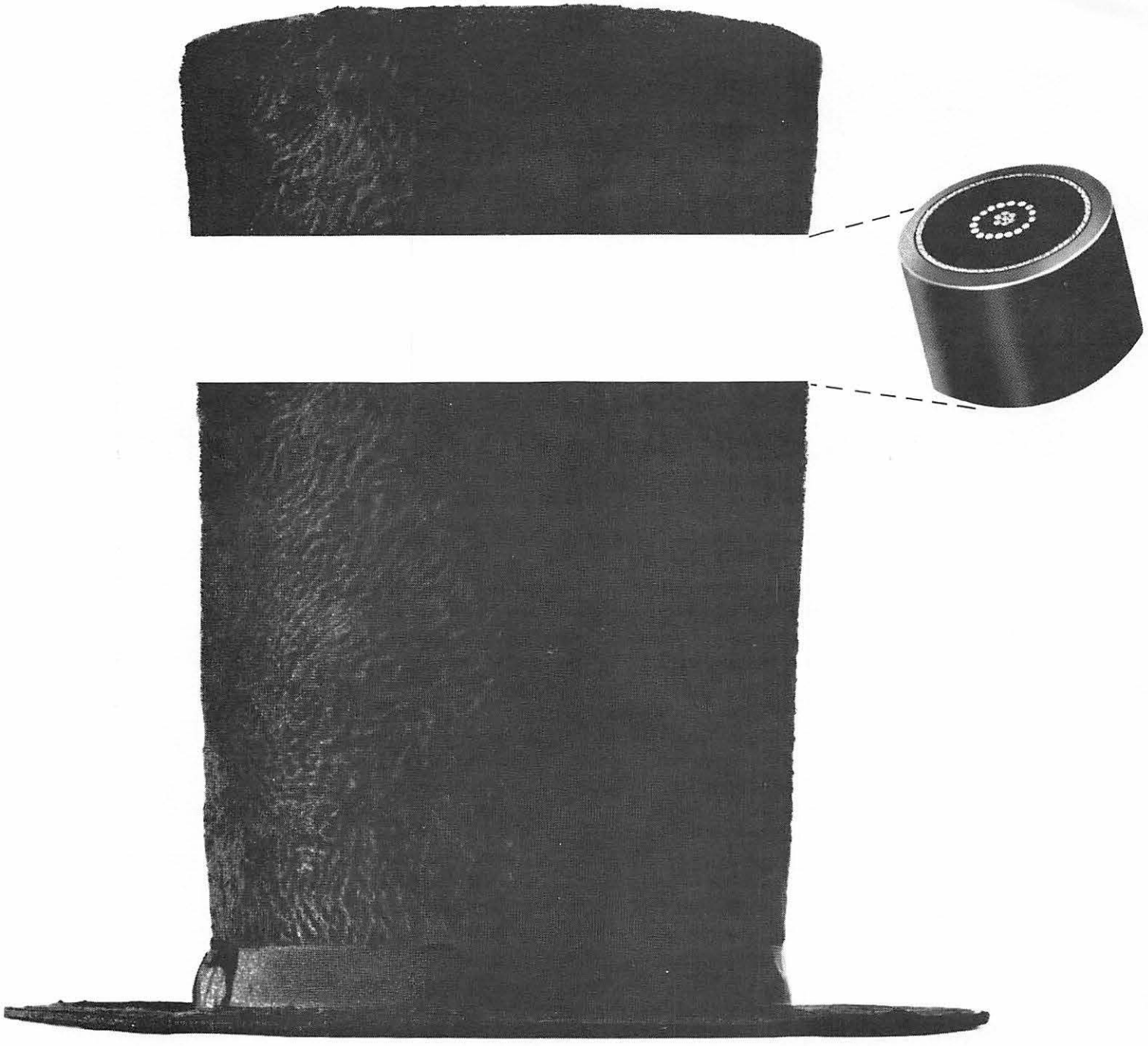
Imagine with me, if you will, in your mind a chalkboard and on this chalkboard I want you to write the equation: skill plus pride equals success. Success isn't something one just happens upon. It isn't something you can buy. Success is the culmination of two things — skill and pride.

Now there are some who would try to attain success by having pride but leaving out the skill. We can quickly see that this isn't possible. For no matter how much pride one might take in his job or how much desire he might have to excel in his line of work, if he isn't trained with the ability to perform, not only will he fail to excel but often times he will fail to even be adequate.

There are some who try to attain success by having skill but leave out the pride. This process is also futile. For one can take someone and train him, prepare him to be a specialist in his line of work, and yet often times when there isn't any pride, this person will still fail to perform up to his potential, failing to use even a small part of the total amount of skill he has acquired.

I can relate to having pride in my job but not having the skill. Pride isn't something I received from a textbook. It was passed on to me by men like Mr. Harper, who I have already mentioned. Men who were proud of their job and its responsibility, proud of what they were trying to accomplish. I decided early in my career to let this type of pride be my motivation in setting goals on my job. I soon found out that this pride was infectious for it spread into the others areas of my life. My personal life, my social and religious life, as well as my career began to benefit. And yet at times in my career I would find myself frustrated for I didn't have the skill necessary to perform and attain the goals that had been set by this motivating force. Not until I attended the signal training program could I honestly say that my career goals were beginning to be met.

Where there is no skill there is often frustration of one's pride and a sense of being incomplete. Where there is no pride there is no desire to excel — no desire to do the best job one knows he can do. And even though we may perform adequately or do the job to the satisfaction of our peers, if we fail to take pride in who we are and what we are trying to accomplish, if we fail to acquire skill and utilize this skill to its fullest potential, then we have robbed ourselves of the true meaning of success.



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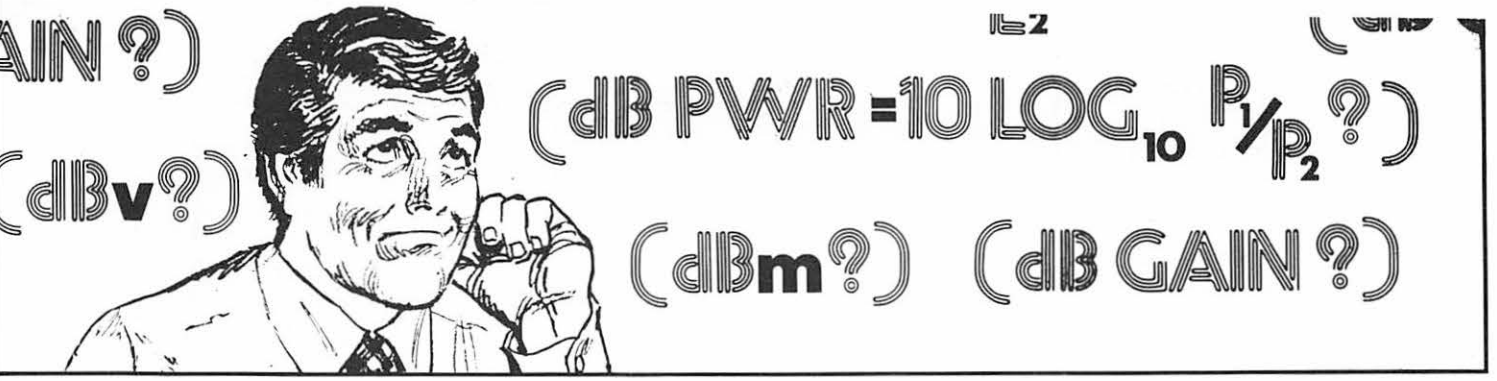


Decibels, dB: All you need to know

Editor's Note: The following article about decibels from Sencore News should be of interest because of the widespread use of electronics in railway signaling. Our thanks to Sencore for permission to reprint **"What you should know about dB but were too proud to ask"** by Greg Carey, chief field engineer.

If you are like most technicians, you accept the fact that decibels exist. But like religion and politics, you avoid talking about decibels in mixed company. Every so often, of course, you run into a "dB nut" that insists on telling you about the last audio circuit he repaired. He proceeds to tell you how he injected a −30 dBm signal at the input but only got a 30 dBm output when the circuit really should have given at least 75 dB gain. He goes on and on without ever once mentioning a voltage level or talking about a scope waveform.

You nod politely and inject an "Oh, really?" here and there to let the story-teller know that you really have heard of decibels before. But, deep inside you are asking yourself, "Why can't this guy speak English? How many volts should he have seen at the input to that stage? Why does he waste his time talking about dB when you can't see a dB on a scope or a digital voltmeter?"

You look down at your coffee cup, which is about empty, and say, "That's great. I'm glad you found the problem. But, I really need a cup of coffee." You escape to the coffee pot and hope that he finds someone else to talk to because you don't really follow his story that well.

Decibels don't have to remain a "foreign language" if we understand their applications. In order to "translate" these terms, however, we need to answer several questions. First, we must know where and why decibels are used and the difference between voltage and power dB. Next, we need to understand why decibels are referenced to some standard, such as 600 ohms or one volt, and why 0 dB actually means unity. This article will cover the answers to each of these questions. If you already feel comfortable with decibels, read the article anyway. You will probably find that you have forgotten a few

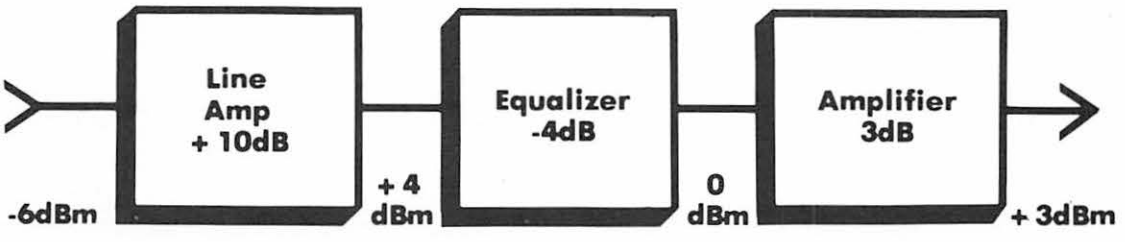


Fig. 1 — Telephone and broadcast systems are made up of "building blocks" with 600 ohm input and output impedances. The dB readings of an AC voltmeter relate directly to the power at the output of each stage.

points.

Where and why are dB used?

There are two different types of audio applications that require a dB reading meter. In the first application, all impedances are constant. Telephone and broadcast systems, for example, use a 600-ohm impedance at the input and output of each amplifier, equalizer, attenuator, etc. A dB reading meter simply shows the ac voltage expressed in logarithmic fashion. When the impedance of each stage is always 600 ohms, these voltage readings are related to the power at the input and output of each stage because power is equal to the voltage squared divided by the impedance or $P = V^2/R$. Since R is fixed at 600 ohms, the amount of circuit power is related only to the square of the voltage.

The second application is in servicing of audio amplifiers, whether in hi-fi, commercial sound, two-way radio transceivers, TV receivers, or any other audio amplifier system. In this case, the impedance of one stage is usually different than the impedance of the next stage. Here, the technician is not as concerned about power gain as voltage gain. If the amount of voltage gain (or loss) of each stage is correct, the technician knows that the stage being measured is not the problem when locating low or missing outputs.

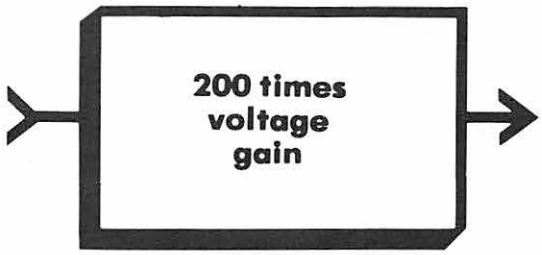
The advantage of using dB measurements, in either case, is that the total system gain or loss is calculated by simple addition and subtraction. If dB were not used, you would have to multiply every stage in a cascaded system by the gain of all earlier stages to determine the gain to the test point. Of course, you would have to divide if there is a loss. This becomes particularly difficult when you are interested in predicting the signal level at a test point part way through the entire system because each stage before the test point must be taken into consideration.

Why do decibels allow stage gain to be calculated with addition and subtraction?

The whole "secret" of decibels is that all voltages measured by a dB reading meter are converted to a logarithm (usually shortened to "log"). From a practical point of view, it is not necessary to understand logs at all in order to use a dB reading meter to save time when troubleshooting audio circuits. Many magazine articles have been written attempting to "educate America" on the theory of logs. This theory tends to "muddy the water" because, if you do not already have a strong math background, terms like "mantissa" and "powers of

Ratio	Voltage Gain	Power Gain
1.1	1	.5
1.3	2	1
1.4	3	1.5
1.6	4	2
1.8	5	2.5
2	6	3
3.2	10	5
5	14	7
10	20	10

Fig. 2 — dB gain or loss figures relate to a ratio of input to output levels. The figures in red are the most important to remember for approximate gain conversions without the need of resorting to complex calculations.



200 = 10 x 10 x 2
= 20dB + 20dB + 6dB
= 46dB gain

Fig. 3 — Converting from dB to voltage gain, or vice versa, is simplified when the gain of a stage is thought of as several smaller gain stages added together.

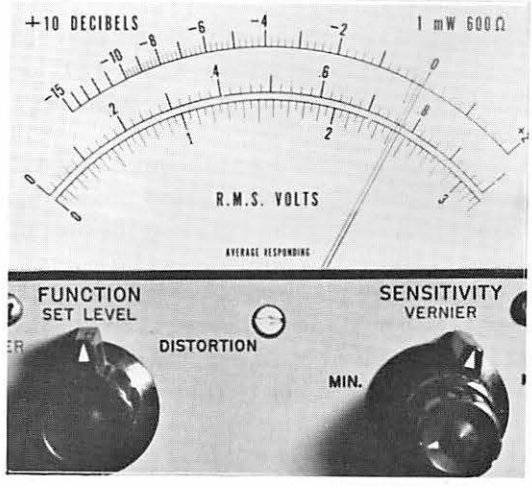


Fig. 4 — A 0 dB reference of 1 mW into 600 ohms actually represents a voltage reference of .7746 volts as is seen on this audio voltmeter.

10" simply make decibels seem like a very complicated mathematical monster. In reality, decibels are relatively simple if you only remember the few basic rules we are about to cover. You can do one of two things to become comfortable with dB. Either you can accept the applications of dB on pure faith, which is pretty safe to do because dB theory has been proven in almost every engineering textbook written, or you can review the math in engineering or math textbooks in order to satisfy your curiosity.

Without getting into log theory, there are **three general rules about logs you should remember which are used to work with dB.** They are:

1. To multiply two numbers that have been converted to logs, simply add them together.

2. To divide one number converted to a log by a second number converted to a log, simply subtract the second number from the first.

3. To square a number that has been converted to a log, simply take the logarithm times two. To take the square root, simply divide by two.

Now, let's put these three rules into practical electronic terms.

1. To calculate the signal level at the output of a stage that has a voltage gain without the use of dB measurements, you must multiply the input voltage times the stage gain. When using dB readings, therefore, you simply add the dB stage gain to the input signal level, expressed in dB.

2. Stages such as amplifiers that produce current gain rather than voltage gain, and attenuators normally show a lower voltage at the output than the input. To calculate the signal level at the output of a voltage loss stage, you must divide the input signal level by the loss of the stage if you do not use dB measurements. When using dB, therefore, you simply subtract the dB loss from the input signal level expressed in dB.

NOTE: Loss stages are usually shown as "negative gain" stages. For example, a stage with a 3 dB loss actually has a "−3 dB" gain. In these cases, use the first example.

3. In a system that has the same input and output impedance, you calculate power gain from voltage measurements by taking the square of the output voltage and dividing it by the square of the input voltage if you do not use decibels. When using dB measurements, dB voltage gain is equal to dB power gain because dB voltage gain is calculated as twice the power gain [$dB = 20 \log (V_1/V_2)$ compared to $dB = 10 \log (P_1/P_2)$].

You can use a type of "shorthand" to remember how much voltage or power gain is represented by a given dB gain measurement. The amount of voltage approximately doubles (or halves) for each 6 dB change. If, for example, an amplifier has a 12 dB gain, you can think of the stage as having two 6 dB steps. Therefore, the voltage gain is 2 times 2 or 4. Another good number to remember is 20 dB as this represents a 10 times voltage change. An increase of 60 dB, therefore, is the same as three 20 dB steps in a row. This is the same as 10 times 10 times 10 or 1000.

You can always break the numbers down in this manner to simplify conversion. For example, a 45 dB stage can be thought of as two 10 times (20 dB) stages, and "almost one" 2 times (6 dB) stage. Thus the gain would be 10 times 10 times "a little less than 2" or just under 200. Using a calculator to come up with the exact number, we find that 45 dB actually is equal to a voltage gain of 177.8, which is close enough to 200 for most troubleshooting applications.

You can also work this shorthand backwards. A stage with a voltage gain of 200, for example, is 10 x 10 x 2 or 20 dB + 20 dB + 6 dB or 46 dB. The calculated values comes out to be 46.02 dB.

If you work with power and fixed impedances, all the dB values are halved. A 3 dB change results in a power change of 2, and a 10 dB change results in a power change of 10.

There is one additional point that is important to remember about logarithms and how they relate to dB. The log of the number "one" is zero. This means that whatever you are using as a reference signal level becomes a "0 dB point." This does not mean that you have zero signal at this point but rather a reference voltage that serves as unity. All other measurements are then referred to either a voltage gain (+dB) or voltage loss (−dB) referenced to this 0 dB point. Any stage with no gain or loss (including a piece of wire) has unit (1) voltage gain or a 0 dB gain. This is logical if you consider what happens if we were to add a stage with unity gain to our previous example. The additional stage adds no gain or loss to the 46 dB example. Therefore, we must add zero to the 46 dB to get the same signal level at the output. If we were working with voltage gain, we would multiply the results by one to again show that there was no gain or loss.

Why must dB values always have a reference?

By definition, decibels must always show the relationship between two signal levels. This is easy enough to understand when we are talking about the amount of dB gain or loss of a system because we are comparing the input signal level to the output signal level. How then, can an ac voltmeter show decibels referenced to some other number when the meter can only make one measurement at a time?

All dB reading meters are simply referenced to some voltage. Each dB measurement then shows how many decibels larger or smaller the measured signal is compared to the reference voltage. A common

meter reference is 1 milliwatt into 600 ohms (dBm). "Where," you may be asking, "is the voltage reference?"

Well, if we calculate how many volts must be pumped into a 600-ohm resistor to produce 1 milliwatt of power, the result is 774.6 millivolts. Therefore, all of the ac measurements made with a meter referenced to 1 milliwatt and 600 ohms are, in reality, referenced to .7746 volts. Other meters may use a 1 volt or some other reference.

Do I have to add a 600-ohm resistor if the circuit does not have a 600-ohm impedance?

No, the 600 ohms reference was simply "borrowed" from the telephone company. When a meter referenced to dBm (600 ohms) is used to measure signals in 600-ohm circuits, it is giving the dB gain and loss results in power. In those cases, however, the circuit supplies the 600-ohm impedance so no manipulations of the numbers are required.

When a dB reading meter is used to troubleshoot audio amplifiers with some impedance other than 600 ohms, however, the meter is used to make signal voltage comparisons, not power comparisons. In this case, the important reference is the .7746 volts, not the 600 ohms.

This confusion point, by the way, is the reason that some literature for audio circuits now uses 1 volt as a 0 dB (dBv) reference rather than the 1 milliwatt into 600-ohm reference. Whether the meter is calibrated for dBm or dBv, however, the results of calculating the dB voltage gain will come out the same. Figure 5 shows why this is true.

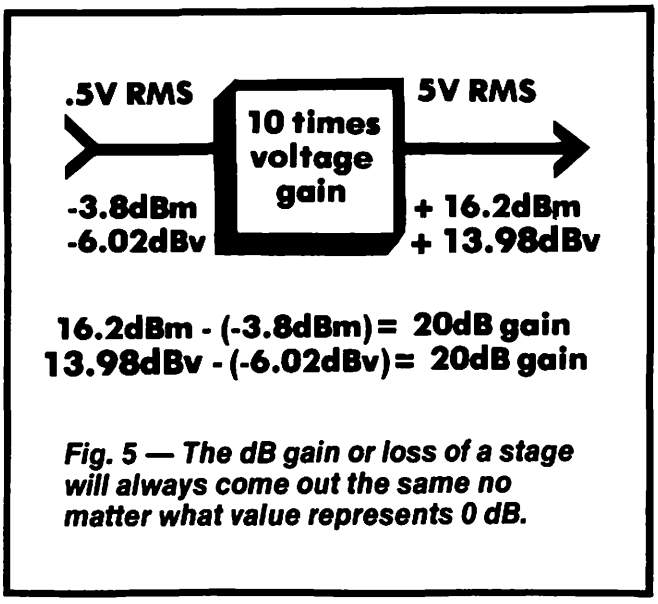


Fig. 5 — The dB gain or loss of a stage will always come out the same no matter what value represents 0 dB.

The input level of this stage measured in RMS is .5 volts, and the output is 5 volts. If we make these same measurements with a 600-ohm dBm calibrated meter, we find that the input measures -3.8 dBm (3.8 dB less than .7746 volts) and the output reads + 16.2 dBm. If we subtract the input from the output, we get: 16.2- (-3.8) = 16.2 + 3.8 = 20 dB gain. If a meter calibrated to read dBv were used for the same readings, the input would read -6.02 dBv and the output would read + 13.98 dBv. Subtracting the input from the output results in: 13.98 - (-6.02) = 13.98 + 6.02 = 20 dB gain. The dB gain or loss calculations will always come out the same no matter what reference the meter uses as the 0 dB starting point whenever we are concerned with ac voltage (signal) gain only.

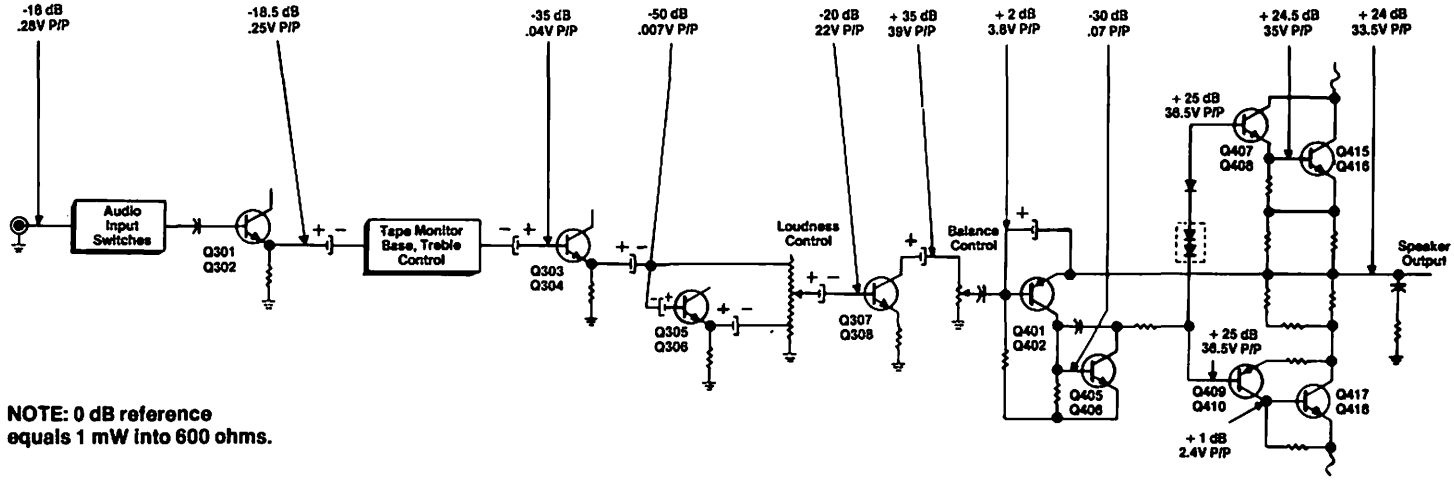


Fig. 6 — Most audio service literature shows the dB gain or loss of each stage as a reference for finding a problem relating to poor gain.

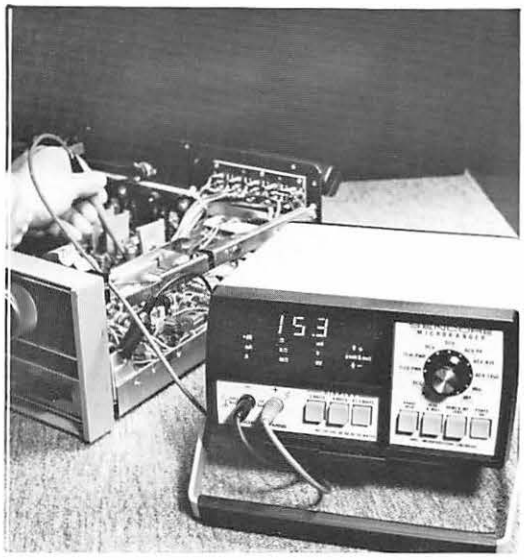


Fig. 7 — The Programmable dB function of the DVM56 calculates dB gain or loss directly. The meter is connected to the stage input, the "Ohms and dBP Zero" button pressed until a zero readout is shown, and the probe is then moved to the stage output.

How do dB measurements speed audio servicing?

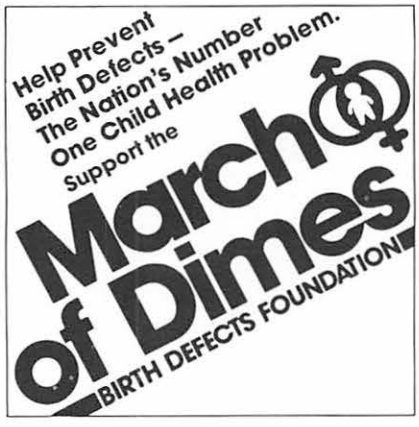
Most audio and two-way radio servicing literature includes gain charts like the one shown in Figure 6. These charts show approximately how much dB gain each stage has when the circuits are operating properly. These charts are generally easier to use than a schematic showing ac signal levels at each test point because the stage-by-stage gain is independent of the input signal level of the system or stage. In addition, the dB gain chart allows you to ignore slight gain differences from one unit to the next that are caused by tolerances of transistor gain, resistor, or capacitor values or power supply voltages.

The dB gain chart can be used to either test the gain of a single stage, or a group of stages. If, for example, you wish to confirm that the first preamplifier stage has the correct gain, you simply measure the dB signal levels at the input and the output of the stage and subtract the two to determine the dB stage gain. With the Sencore DVM56 "MICRO-RANGER", of course, this procedure is simplified even more with the Programmable dB function. The dBP function allows you to set the meter for a 0 dB reference at the input and then simply move the probe to the output to automatically read the stage gain directly (positively for gain and negatively for loss) without adding or subtracting.

Sometimes you may wish to group two or more blocks together to check the overall gain of the group of stages. Again, all that is needed is to add the gains of the various stages (from the dB chart) together to determine what the total gain of the stages you are testing should be. Then, simply measure the input to the first stage and compare it to the output of the last stage you are interested in testing. The Programmable dB (dBP) function works as well when measuring several stages as when measuring the dB gain of a single stage because the dB readings are not dependant on the absolute signal level, but rather depend on the gain or loss of all the stages between the two measuring points.

The DVM56 dBP function also simplifies reading signal-to-noise ratios in receivers. Here, you first measure the dB level of the noise component (the signal at the audio output without modulation) and set this value at the 0 dB reference point. Then, apply modulation. The DVM56 reading will be the (S&N)/N ratio with no additional calculations needed.

In conclusion, the use of decibels can greatly simplify audio troubleshooting, whether in hi-fi amplifiers, telephone or broadcast systems, TV audio stages, two-way audio circuits, sound reinforcement systems, or any other applications using audio amplifiers. The DVM56 "MICRO-RANGER" provides two methods of measuring dB. The first dB function is pre-programmed to the "standard" 0 dBm point of .7746 volts (1 milliwatt into 600 ohms) so you can compare signal levels to schematics marked with dBm readings. The DVM56 "MICRO-RANGER" programmable function, on the other hand, harnesses the microprocessor to do the dB calculations for you so you can concentrate only on the results. You are not distracted from the circuits as you stop to calculate the dB gain or loss of a stage or group of stages.



Operation Lifesaver works

"Operation Lifesaver" is not the code name for a top-secret military project. It is an educational campaign to advise motorists to be extra careful at railroad grade crossings and is coordinated by the National Safety Council.

On the average, more than 1,000 persons are killed at 225,000 US grade crossings each year. In 1979, 200 potentially lost lives were saved because only 733 persons died in motor vehicle accidents while crossing railroad tracks compared to 929 in 1978.

The National Safety Council, the nation's railroads and 27 states so far are continuing to combat the problem by spreading precautionary advice to drivers via brochures, flyers, posters, billboards, films, newspapers, radio and television, train-vehicle "mock" collisions, and through regional workshops designed to train persons in organizing a local Operation Lifesaver campaign.

The National Safety Council provides educational materials to establish state programs which are augmented by materials developed by the individual states.

The enthusiastic state support of Operation Lifesaver is evident in campaigns like Michigan's headed by statewide chairman, Richard Bloust of the Michigan Department of Transportation.

In an effort to reduce its yearly average of 30 persons killed and 500 injured in accidents at railroad crossings, Michigan kicked-off an Operation Lifesaver program under the theme "Trains Can't Stop," one of the points the campaign emphasizes in its advice to motorists.

Following the official launching of the campaign, the MDOT, in cooperation with the Michigan Railroads Association and the Michigan Traffic Safety Information Council, distributed more than 80,000 brochures with a quiz-type format on rail-grade crossing hazards to state driver's license bureaus, auto clubs, state police, railroad passenger stations and to the state's women's group for highway safety.

A film entitled "They Can't Stop," which was produced by Grand Trunk Western Railroad, has been distributed among the 22 educational media centers for use in driver education programs. A series of public service announcements for both radio and television have aired in Michigan for the last few months.

Education is one component of the Operation Lifesaver program. Providing safer railroad grade crossings is the engineering aspect which will ensure that Michigan's 8,500 railroad crossings are maintained properly and upgraded. At present, 28% of these crossings are equipped with automatic flashing lights.

A third component of Operation Lifesaver, enforcement, is an effort to encourage police in Michigan to crack down on motorists who violate the law by not observing advance warning signs and the lowered gates at railroad crossings.

While Michigan's program is just underway, California's campaign is more than a year old and still going strong. To keep the momentum of the program going, the California legislature designated the week of May 12-16 as Operation Lifesaver Week in California.

In the state last year, 54 persons died and 173 were injured in train-vehicle accidents according to the state's Office of Traffic Safety. Director Thomas A. Lankard, who is also chairman of the California Operation Lifesaver Committee, said that grade crossing accidents in the state have declined to their lowest level since the early days of the Motor Age.

In addition to the legislature's action, the cities and counties of Los Angeles and San Diego and the city of Long Beach passed proclamations declaring May 15 as "Operation Lifesaver Day." On this day, Santa Fe and Union Pacific staged separate "mock" train-vehicle collisions for the media and the general public to illustrate the often deadly effect of a 100-to-200-ton locomotive on the occupants in a two-ton automobile. Naturally, for the demonstrations there were no persons inside the vehicles.

The crash demonstrations, one in San Diego and the other in Long Beach, CA, were organized by the railroads and local chapters of the National Safety Council.

Also during Operation Lifesaver Week, press releases, suggested editorials, feature stories and radio public service announcements were distributed to the media, the latter by the California Highway Patrol.

Currently, the state department of education, in cooperation with the Operation Lifesaver committee, in distributing 600 filmstrips on grade crossing safety

to state school districts for use in driver education programs.

Although train-automobile accidents are the most common type of collision, the increasing incidents of school-bus crossing accidents or near misses has led the state of North Carolina to emphasize Operation Lifesaver in its bus driver training programs.

According to Charles A. Speed, executive director of Operation Lifesaver for North Carolina, no accidents involving school buses loaded with children have occurred in North Carolina, yet several near misses have been reported.

He pointed out that 13,500 school buses cross railroad tracks about 20,000 times a day, an index showing the great potential for an accident.

Speed said that although bus drivers are required to stop, open bus doors and look both ways to see and hear if a train is approaching, many disregard the law.

Last year, North Carolina's 20,000 bus drivers attended one-day programs emphasizing the need for safe driving. Before school starts this fall, they and new recruits will be reinforced in Operation Lifesaver principles.

Visible proof of the campaign can be seen on the state's school buses which carry Operation Lifesaver bumper stickers and at 142 railroad crossings which now feature new gates and/or flashers.

The school bus program is just one aspect of North Carolina's campaign which was launched in April, 1979. In that year, the state reported 17 fatalities at railroad crossings as compared with 40 such deaths in 1978.

In each of these states and the 27 others with Operation Lifesaver programs, the railroads, highway safety groups, government safety representatives, schools, and civic groups work closely together to develop education materials on grade crossing safety to disseminate to the driving public.

Wells on Health

By **Marion Wells,** Research Director, American Physical Fitness Research Institute

Falls

Many a slip has been caused by simple slip-ups in housekeeping, and people aren't the only members of the family who can make them. A friend of mine recovering from a leg amputation was trying to be very careful. But one day when he wasn't home, his puppy left a puddle on the kitchen floor. He didn't find it till he fell upon it . . . literally.

Fortunately, he was okay. Not everyone is so lucky. Falls rank high on the list of hazards that can get us down . . . with injuries or even loss of life. They come tripping in right after motor vehicles as the second greatest cause of accidental deaths.

Falls can happen at any age, but the elderly are at highest risk, notes Phil Dykstra of the National Safety Council. And babies may decide to demonstrate their developing mobility at just the moment Mom isn't looking. So don't leave them unwatched even briefly on beds, couches or other high places. Put gates on top and bottom of stairs to safeguard toddlers.

How else can you avoid slip-ups that can land you or loved ones in trouble? Here are a few hints from experts. (Can you think of others?)

Light up your life! An old song goes, "It is better to light just one little candle than to stumble in the dark." You can do still better. Make sure light switches are located at both ends of long hallways and tops and bottoms of staircases. Night lights are great for bedrooms and bathrooms, especially when children or elderly are in your home. Is there a lamp or other light source within reach of each bed? Can you light your way into each room with a light source at the entrance? Some people put a light on a timer so they're not in the dark when they get home. Basements, outdoor areas and garages should be well lighted, too.

Beware hazards underfoot! Pick it up before it makes you fall down. That goes for all manner of clothes, toys, odd items and spilled liquids . . . on your lawn and garage floor as well as in your kitchen and living room. Keep furniture out of traffic patterns.

Scatter rugs can scatter you. It's best not to use them at tops and bottoms of stairs. Any throw rug should have a nonskid backing or mat and be securely anchored on all sides and corners and in the middle. Promptly repair any broken steps or flooring, frayed, loose or curling carpet and holes in outdoor areas or lawn.

Consider falls before fashion when choosing footwear. Be sure shoes fit firmly and give you good support and traction. Loose slippers, high heels and footwear with worn-out heels or soles can be hazards. So can stockinged feet . . . especially on some surfaces.

Finally, **don't fall down getting it down!** Stand on a sturdy stepladder rather than careening on a kitchen chair or boxes. See that stepladders (and ladders) are in good repair, and are fully opened and properly locked in place before you step on. Be wise. Save high places for storing light, little-used items. Leave heavier things you use more often in easier reach.

For more information on falls, you can write to the National Safety Council, Home Department, 444 North Michigan Avenue, Chicago, IL 60611.

Maybe you don't have to slip up on safety!

Look for the union label in your shoes!

The following men's and boys' shoes are union made by the Footwear division of the United Food & Commercial Workers International Union:

Buffalo Shoe Co.

Chippewa Shoe Co. Brand names include **Chief of Chippewa, Chippewa Lineman, Quick-Laser, Gard Toe Safety Shoe, Ankl-Snugg'r** and **Kush N' Kollar.**

Danner Shoe Mfg. Co. Brand name is **Danner.**

F&F Shoe Co. Brand names include **Fin & Feather, Hunkidori, Field & Stream, Workfitter** and **Reliable Jefferson.**

Florsheim Shoe Co. Brand name is **Florsheim.**

Freeman Shoe Co. Brand names include **Freeman, Bootmaker, French-Shriner** and **Bannister.**

International Shoe Co. Brand names include **Winthrop, City Club, Rand, Red Goose, Poll Parrot** and **Hy-Test Safety Shoes.**

Iron Age Safety Shoes.

On Guard Safety Shoes.

Leverenz Shoe Co. Brand names include **Leverenz, Calumet, Cushion Flex, Kushion King** and **Morgan Quinn.**

Mason Shoe Mfg. Co. Brand names include **Executive Imperials, Mason Flex** and **Velvet-Eez Cushion.**

Red Wing Shoe Co., Inc. Brand names include **Safety Wing, Red Wing, Irish Setter** and **Pecos Boots.**

Santa Rosa Shoe Co. Brand name is **Santa Rosa Shoes.**

M. T. Shaw, Inc. Brand names include **Hondos** and **Shaw Shoes.**

Weinbrenner Shoe Co. Brand names include **Thorogood, Wood-n-Stream, Strike, Parliament, Bounders** and **Mulligan.**

Wesco Shoe Co.

Weyenberg Shoe Mfg. Co. Brand names include **Massagic, Portage, Porto-Ped, Weyenberg, Nunn-Bush** and **Stacy-Adams.**

Belleville Shoe Mfg. Co. Brand names include **Endurance, Snappy Boy, Indian Scout, West Point** and **Just Like Dad's.**

Brown Shoe Co. Brand names include **Pedwin, Regal, Roblee, Buster Brown, Dr. Winkler** and **Levis For Feet.**

Stuart Holmes.

The following women's and children's shoes are union made by the Footwear division of UFCW:

Brown Shoe Co. Brand names include **Air Step, Life Stride, Foot Works, Naturalizer** and **Risque.**

Bombay Slipper Co.

Hamilton Shoe Co. Brand name is **Penaljo.**

International Shoe Co. Brand names include **Vitality, Miss Wonderful** and **Personality.**

Irving Drew Corp. Brand names include **Arch Rest, Arch-Trainer, Dr. Hiss, Cantilever, Ground Gripper, Celebrity Grads, Footsaver** and **Locke.**

Johansen Shoe Co. Brand names include **Johansen** and **Paradise Kittens.**

Dr. Scholl Shoes.

Midwest Footwear. Brand names include **Yacketys** and **Nite Aires.**

Miller Shoe Co. Brand names include **Foot Defender, Bare Foot Freedom, Tryle-walk** and **Globe Trotter.**

Samuels Shoe Co. Brand name is **DeLiso Debs.**

Trimfoot Shoe Co. Brand names include **Baby Deer, Walt Disney** and **Trimfoot.**

Tru-Stich Moccasins.

Roller Derby Skate Corp. Brand names include **Air Flight** and **Royal Canadian.**

Lycoming Shoe Co. Brand name is **Missy Mates.**

Weber Shoes.

William Mfg. Co. Brand name is **Hi Brows.**

Mrs. Winters Baby Shoes.

Striderite Shoes.

Christmas Seals fight lung disease

AMERICAN LUNG ASSOCIATION
The Christmas Seal People®

Auditors report on finances

As provided by Article 1, Section 68, of the Constitution, Chairman of the Grand Board of Trustees B. E. Britcher, caused an examination and audit of Grand Lodge financial records for the fiscal year July 1, to June 30, by certified public accountants. The firm of Brabenec, Tague & Company was again selected for the task.

That firm completed and submitted the audit to the Grand Board of Trustees on September 10, 1980. Copies were furnished to each Local Lodge and General Committee by the Grand Board of Trustees, Brothers Bernard E. Britcher, W. A. Class, Jr. and Victor Matity, on September 10, 1980. In a written report the accountants stated:

"In our opinion, the accompanying balance sheet and statements of income and capital and changes in financial position of the several funds present fairly the financial position of the Brotherhood of Railroad Signalmen at June 30, 1980 and the results of its recorded transactions and changes in financial position for the year ended in comformity with generally accepted accounting principles applied on a basis consistent with that of the preceding year."

Brotherhood of Railroad Signalmen

Balance Sheet June 30, 1980

ASSETS

		Combined	General Fund	Contingent Fund
Current Assets				
Cash		$2,069,743.92	$ 972,263.02	$1,097,480.90
Securities		54,297.43	35,987.50	18,309.93
Accounts receivable		12,121.31	4,321.31	7,800.00
Prepaid expenses		10,686.33	10,686.33	
Total Current Assets		**$2,146,848.99**	**$1,023,258.16**	**$1,123,590.83**
Fixed Assets				
Land, Mt. Prospect, IL		140,000.00	140,000.00	
Building, Mt. Prospect, IL	941,887.72			
LESS: Depreciation	145,877.97	796,009.75	796,009.75	
Furniture and Equipment	222,511.21			
LESS: Depreciation	42,680.38	179,830.83	179,830.83	
Total Fixed Assets		$1,115,840.58	$1,115,840.58	
		$3,262,689.57	**$2,139,098.74**	**$1,123,590.83**

LIABILITIES

Current Liabilities			
Mortgage payable — bank (Note = 1)	32,541.57	32,541.57	
Other payables	104,687.81	104,687.81	
	$ 137,229.38	$ 137,229.38	
Noncurrent Liabilities			
Mortgage payable — Bank (Note = 1)	326,556.68	326,556.68	
Capital			
General Fund	$1,675,312.68	$1,675,312.68	
Contingent Fund	1,123,590.83		$1,123,590.83
	$3,262,689.57	**$2,139,098.74**	**$1,123,590.83**

NOTE = 1:
The mortgage is payable $4,720.63 per month for fifteen years including interest at 7%. Principal payments due during the twelve months ending June 30, 1981 total $32,541.57. The balance of the mortgage $326,556.68 represents principal payments maturing after June 30, 1981, and is a noncurrent liability.

General Fund

Statement of Income, Expenses, and Capital

INCOME:		
Per capita tax, initiation fees, dues, donations, refunds		$2,028,435.31
Sale of supplies, services, books, advertising, and subscriptions		39,210.49
Interest and rental income		131,776.82
		$2,199,422.62
EXPENSES:		
Salaries, payroll taxes and insurance	$ 827,271.02	
Travel and moving expenses	224,340.50	
Office expenses	195,004.05	
Association per capita, dues, subscriptions	78,923.97	
Attorney fees and professional services	105,806.00	
Depreciation (building, furniture, equipment)	44,207.51	
Building expenses	144,394.75	
Convention — 1979, meeting charges	116,862.41	
Signalman's Journal, constitution, agreements	136,889.51	
Allocations to other BofRS funds	166,775.43	
		$2,040,475.15
NET INCOME		
CAPITAL — June 30, 1979		158,947.47
CAPITAL — Transferred from Building Fund, October 1, 1979		853,462.18
CAPITAL — June 30, 1980		662,903.03
		$1,675,312.68

Contingent Fund

Statement of Income, Expenses, and Capital

INCOME:	
Allocations and refunds	$ 160,423.84
Interest and dividends	102,905.95
	$ 263,329.79
EXPENSES:	
Strike benefits	12,900.00
NET INCOME	250,429.79
CAPITAL — June 30, 1979	873,161.04
CAPITAL — June 30, 1980	**$1,123,590.83**

Building Fund

Statement of Income, Expenses, and Capital
For period July 1, 1979 to October 1, 1979

INCOME:	
Allocation from General Fund	2,628.98
Interest and rent	18,823.42
	$ 21,452.40
EXPENSES:	
Mortgage interest	4,529.25
NET INCOME	
CAPITAL — June 30, 1979	16,923.15
	645,979.88
Transferred to General Fund (NOTE = 1)	(662,903.03)
CAPITAL — October 1, 1979	**-0-**

NOTE = 1: The Building Fund was combined with the General Fund effective October 1, 1979 by convention action in August 1979.

President.

The UMWA bituminous-coal miners won a health and welfare fund from the Federal Government, which had seized the mines.

The President provided for the termination of all war-time wage and salary controls.

1947 The Norris-La Guardia Act prohibition against issuance of injunctions in labor disputes was held inapplicable to the Government as an employer. (*U.S.* v. *John L. Lewis.*)

The Portal-to-Portal Act was approved, "to relieve employers and the Government from potential liability . . . in 'portal-to-portal' claims."

The Labor Management Relations (Taft-Hartley) Act was passed (June 23) over the President's veto.

1948 General Motors Corp. and the United Automobile Workers (CIO) signed the first major contract with an "escalator" clause, providing for wage increases based on the Consumer Price Index.

The President appointed the Commission on Labor Relations in the Atomic Energy Installations, which, on April 18, 1949, recommended establishment of a panel to protect free collective bargaining in atomic plants.

The Federal Government's first national conference on industrial safety met in Washington, D.C.

1949 An amendment to the Fair Labor Standards Act (1938) directly prohibited child labor for the first time.

The Supreme Court, by denying review of a lower court's action, upheld a decision that the Labor Management Relations Act requires employers to bargain with unions on retirement plans. (*Inland Steel Co.* v. *United Steelworkers of America.*)

Settlement of a steel industry-United Steelworkers (CIO) strike on the basis of noncontributory $100 monthly pensions at age 65, plus death, sickness, and accident benefits, followed a recommendation by a Presidential factfinding board.

The CIO anti-communist drive culminated in expulsion of two unions at its annual convention. Trial and expulsion of nine other unions followed early in 1950.

The International Union of Electrical, Radio and Machine Workers was founded at the CIO convention following the expulsion of the United Electrical, Radio and Machine Workers.

Free, democratic trade unions of various countries, including the CIO in the United States, withdrew from the World Federation of Trade Unions, which had become Communist dominated.

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General Fund

Statement of Income, Expenses, and Capital

INCOME:		
Per capita tax, initiation fees, dues, donations, refunds		$2,028,435.31
Sale of supplies, services, books, advertising, and subscriptions		39,210.49
Interest and rental income		131,776.82
		$2,199,422.62
EXPENSES:		
Salaries, payroll taxes and insurance	$ 827,271.02	
Travel and moving expenses	224,340.50	
Office expenses	195,004.05	
Association per capita, dues, subscriptions	78,923.97	
Attorney fees and professional services	105,806.00	
Depreciation (building, furniture, equipment)	44,207.51	
Building expenses	144,394.75	
Convention — 1979, meeting charges	116,862.41	
Signalman's Journal, constitution, agreements	136,889.51	
Allocations to other BofRS funds	166,775.43	
		$2,040,475.15
NET INCOME		
CAPITAL — June 30, 1979		158,947.47
CAPITAL — Transferred from Building Fund, October 1, 1979		853,462.18
CAPITAL — June 30, 1980		662,903.03
		$1,675,312.68

Contingent Fund

Statement of Income, Expenses, and Capital

INCOME:	
Allocations and refunds	$ 160,423.84
Interest and dividends	102,905.95
	$ 263,329.79
EXPENSES:	
Strike benefits	12,900.00
NET INCOME	250,429.79
CAPITAL — June 30, 1979	873,161.04
CAPITAL — June 30, 1980	**$1,123,590.83**

Building Fund

Statement of Income, Expenses, and Capital
For period July 1, 1979 to October 1, 1979

INCOME:	
Allocation from General Fund	2,628.98
Interest and rent	18,823.42
	$ 21,452.40
EXPENSES:	
Mortgage interest	4,529.25
NET INCOME	
CAPITAL — June 30, 1979	16,923.15
	645,979.88
Transferred to General Fund (NOTE = 1)	(662,903.03)
CAPITAL — October 1, 1979	**-0-**

NOTE = 1: The Building Fund was combined with the General Fund effective October 1, 1979 by convention action in August 1979.

Important events in American labor history

1937 General Motors Corp. agreed to recognize the United Automobile Workers (CIO) as the bargaining agent for its members, to drop injunction proceedings against strikers, not to discriminate against union members, and to establish grievance procedures.

United States Steel Corp. recognized the Steel Workers Organizing Committee as the barganing agent for its members. A 10-percent wage increase and an 8-hour day and 40-hour week were negotiated.

The National Labor Relations Act was held unconstitutional. (*NLRB* v. *Jones & Laughlin Steel Corp.)*

Ten people were killed and 80 wounded in a Memorial Day clash between police and the members of the Steel Workers Organizing Committee at the plant of the Republic Steel Co. in South Chicago.

The Railroad Retirement Act of 1937 was approved, followed by the Carriers Taxing Act of 1937. (Similar laws of June 27, 1934, and August 29, 1935, had been declared unconstitutional.)

The 5-week "Little Steel" strike was broken on July 1 when Inland Steel employees returned to work without union recognition or other gains.

The National Apprenticeship Act was passed, establishing the Bureau of Apprenticeship in the U.S. Department of Labor.

1938 The Merchant Marine Act of 1936 was amended to provide a Federal Maritime Labor Board.

The Fair Labor Standards Act provided a 25-cent minimum wage and time and a half for hours over 40 a week. Subsequent amendments raised the minimum wage, so that as of 1976 it was $2.30 an hour for most employees.

The Railroad Unemployment Insurance (Crosser-Wheeler) Act was passed.

1940 A sitdown strike was held not to be an illegal restraint of commerce under the Sherman Anti-Trust Act in the absence of intent to impose market controls. (*Apex Hosiery Co.* v. *Leader.)*

1941 Actions by the Carpenters' union in jurisdictional disputes were held to be protected by the Clayton Act from prosecution under the Sherman Anti-Trust Act. These actions were construed in light of Congress' definition of "labor dispute" in the Norris-La Guardia Act.

The UAW (CIO) won recognition at Ford Motor Co. after a 10-day strike. The union and the company signed a union-shop agreement — the first with a major automobile manufacturer.

The President on December 24 announced a no-strike pledge by the AFL and CIO for the duration of the war.

1942 The United Steelworkers of America was organized. It replaced the Steel Workers Organizing Committee, which was first established by the CIO in 1936.

The President established the National War Labor Board to determine procedures for settling disputes.

The NWLB laid down the "Little Steel" formula for wartime wage adjustments (i.e., based on 15-percent rise in living costs from January 1, 1941, to May 1, 1942).

The Stabilization Act authorized the President to stabilize wages and salaries, as far as practicable, based on September 15, 1942, levels.

1943 The President created by an Executive Order a Committee on Fair Employment Practices, empowering it to "conduct hearings, make findings of fact, and take appropriate steps to obtain elimination" of "discrimination in the employment of any person in war industries or in Government by reason of race, creed, color, or national origin."

The War Labor Disputes (Smith-Connally) Act, passed over the President's veto, authorized plant seizure if needed to avoid interference with the war effort.

1944 The Railway Labor Act, authorizing a labor union chosen by a majority to represent a craft, was held to require union protection of the minority in that class. Discrimination against certain members on ground of race was held enjoinable. (*Steel* v. *Louisville & Nashville Railroad.*)

1945 The CIO affiliated with the newly formed World Federation of Trade Unions. (It withdrew in 1949.) The AFL, which held that the labor organizations of Soviet Russia were not "free or democratic," did not affiliate with the WFTU.

The President's National Labor-Management Conference convened in Washington, D.C., but produced few tangible results.

1946 The United Steelworkers (CIO) ended a 1-month strike and established a "first round" wage pattern increase of 18½ cents an hour.

The Employment Act of 1946 committed the Government to take all practicable measures to promote maximum employment, production, and purchasing power.

The United Automobile Workers (CIO) ended a 3½-month strike against General Motors Corp. by negotiating an hourly wage increase of 18½ cents, after a Presidential factfinding board had recommended 19½ cents.

Locomotive Engineers (Ind.) and Railroad Trainmen (Ind.) ended a national 2-day strike following an injunction and under threat of legislation to draft the workers. They accepted the 18½-cent-an-hour increase recommended by the

For railroad coach, substation, and signalling power, it's no contest.

The McGraw-Edison Americad® pocket plate nickel-cadmium storage battery.

If the name seems long, you can shorten it to *no contest.*

Because that's how it stacks up against a lead-acid battery.

The critical difference.

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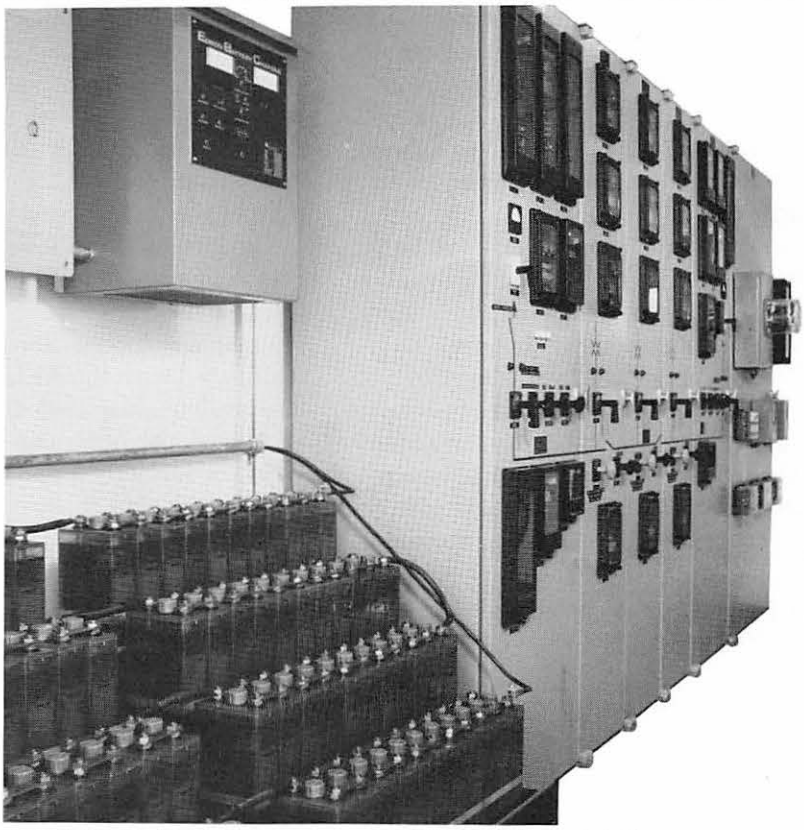
In an application where batteries are used to trip an emergency device such as a breaker, an unpredictable battery—one which might be on the verge of failing as you complete your check—could mean costly damage to equipment.

So if you're still buying lead-acid batteries because they're less expensive, think of *long-term* cost and *long-term* performance. Think of reliability. Then compare economics.

Durability.

Obviously, durability is vital to railroad coach applications. Because when you need emergency back-up power on rolling stock, you want batteries that won't fail. Batteries you can rely on to run air-conditioning, lighting, and communications. McGraw-Edison nickel-cadmium batteries.

Because of their great mechanical strength, our nickel-cadmium batteries are not subject to harm from vibration. So they provide long-lasting service even if conditions are sometimes less than ideal.

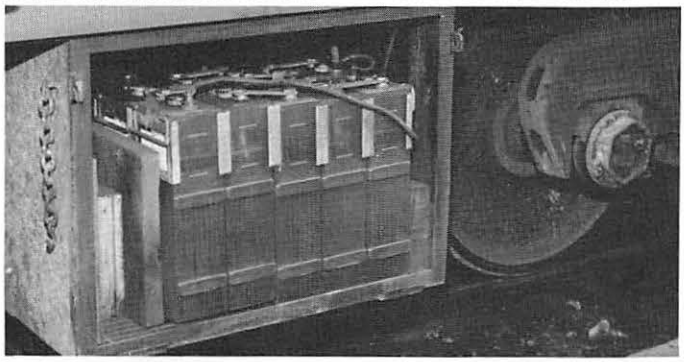


It's one more reason to choose our no-contest batteries.

Lots of other reasons, too.

Our nickel-cadmium battery is not subject to bursting from sub-zero temperatures.

Hot weather performance is also exceptional. Exposure to average temperatures of 115 F can be experienced without loss of service life.



McGraw-Edison nickel-cadmium batteries do not give off corrosive fumes that could damage sensitive electronic equipment. Nor are they harmed internally by shorting or reversing. In stand-by applications such as signalling or crossing protection, no-contest batteries can last 20 years or more with proper (but comparatively little) maintenance.

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You name it.

Substation protection, particularly *unmanned* substations, a variety of railroad coach applications. Communications. Switching and signalling. Remote communication back-up. Switchgear trippings. Communications power at switch yards and many others.

It's a long list of applications. And we have an even longer list of benefits. For more information, write: McGraw-Edison Company, Power Systems Division, Box 2850, Pittsburgh PA 15230. In Canada, McGraw-Edison Ltd.

McGRAW-EDISON

The no-contest battery.

President.

The UMWA bituminous-coal miners won a health and welfare fund from the Federal Government, which had seized the mines.

The President provided for the termination of all war-time wage and salary controls.

1947 The Norris-La Guardia Act prohibition against issuance of injunctions in labor disputes was held inapplicable to the Government as an employer. (*U.S.* v. *John L. Lewis.*)

The Portal-to-Portal Act was approved, "to relieve employers and the Government from potential liability . . . in 'portal-to-portal' claims."

The Labor Management Relations (Taft-Hartley) Act was passed (June 23) over the President's veto.

1948 General Motors Corp. and the United Automobile Workers (CIO) signed the first major contract with an "escalator" clause, providing for wage increases based on the Consumer Price Index.

The President appointed the Commission on Labor Relations in the Atomic Energy Installations, which, on April 18, 1949, recommended establishment of a panel to protect free collective bargaining in atomic plants.

The Federal Government's first national conference on industrial safety met in Washington, D.C.

1949 An amendment to the Fair Labor Standards Act (1938) directly prohibited child labor for the first time.

The Supreme Court, by denying review of a lower court's action, upheld a decision that the Labor Management Relations Act requires employers to bargain with unions on retirement plans. (*Inland Steel Co.* v. *United Steelworkers of America.*)

Settlement of a steel industry-United Steelworkers (CIO) strike on the basis of noncontributory $100 monthly pensions at age 65, plus death, sickness, and accident benefits, followed a recommendation by a Presidential factfinding board.

The CIO anti-communist drive culminated in expulsion of two unions at its annual convention. Trial and expulsion of nine other unions followed early in 1950.

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recommendations, the Government seized the steel industry. The strike began after a district court granted an injunction restraining the seizure order, but it was halted at the request of the President pending review of the decision by the Supreme Court. The strike was resumed after the Supreme Court held that the President exceeded his constitutional powers when he ordered the seizure.

Presidents of the principal labor federations, Philip Murray of the CIO and William Green of the AFL, died in November. The AFL Executive Council elevated George Meany, former secretary-treasurer of the Federation, to the presidency. Walter P. Reuther, president of the United Automobile Workers, was named president of the CIO by the CIO convention.

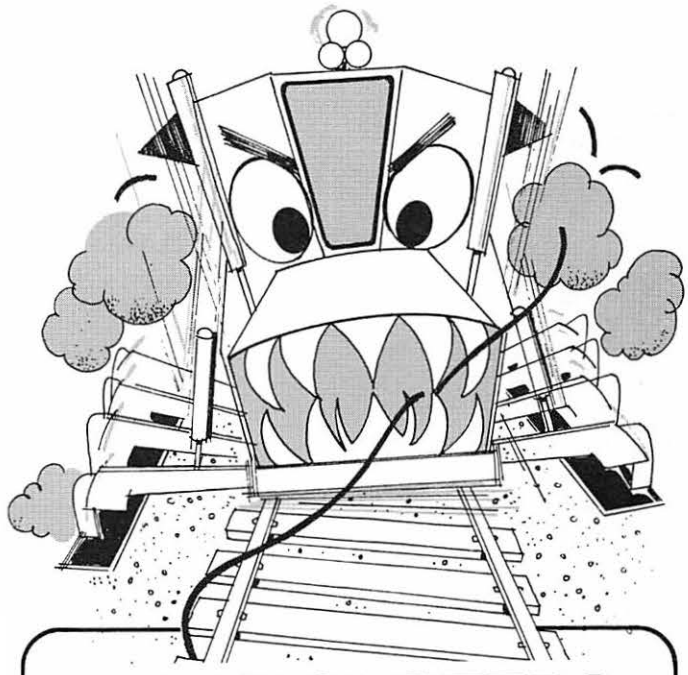
1953 The Supreme Court upheld the right of the International Typographical Union (AFL) to compel a newspaper to pay for the setting of type not used, and of the American Federation of Musicians (AFL) to demand that a local "standby" orchestra be employed when a traveling orchestra was hired for an engagement. The Court said that neither practice violated the "featherbedding" ban in the Labor Management Relations (Taft-Hartley) Act.

The AFL and CIO, meeting in their respective conventions, approved a no-raiding pact to extend for 2 years from January 1, 1954. The agreement was binding only upon those member unions accepting it. Both organizations hailed the pact as the first step towards organic unity.

The convention of the AFL revoked the 60-year-old charter of the International Longshoremen's Association, charging corruption with the union. A new union was immediately charted by the AFL. A bitter struggle for representation in the east coast longshore industry, between the old ILA and the newly chartered AFL union, took place on the docks, in the courts, and in NLRB hearing rooms during the last 3 months of 1953. (Following a representation election in which the AFL union was defeated, the unaffiliated ILA was certified by the NLRB in August 1954 as collective bargaining agent for the dock workers.)

1954 A "no-raiding" agreement was activated by the AFL and CIO in June. After a series of meetings, unity committees of the two federations agreed in October upon merger without resolving in advance the jurisdiction of competing AFL and CIO unions. (Unity committees and the executive boards of the AFL and CIO approved the terms of the merger in February 1955.)

Proposals for guaranteed annual employment or wage plans were developed by the United Automobile Workers, the Steelworkers, the Electrical Workers, and the Rubber Workers.



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- Put the Type 1155-192 Bootleg a short distance from the ballast line.
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RRB appoints Bartholow

The U.S. Railroad Retirement Board has appointed Steven A. Bartholow as acting general counsel. Bartholow assumes the responsibilities of Dale G. Zimmerman, who was recently named acting chief executive officer.

Bartholow joined the Board as a general attorney in 1973 and was named an assistant general counsel in 1979. He was recently awarded the 1980 Frank J. McGarr Award for outstanding government attorneys under age 35.

Bartholow holds a Juris Doctor Degree (1973) from the University of Wyoming and a Bachelor of Arts Degree (1970) from the University of Iowa.

Training bulletins take a breather

There is no Signal Training Bulletin in this issue and there will be none for a few months. We have used up the supply of material. In a few months they will resume covering the following subjects:

Rail-Highway Grade Crossing Warning Systems
Power Switch Machines
Automatic Block Signaling
Traffic Control Systems
Retarder Classification Yards
Surge Protection
Open Wire Line Construction and Maintenance

32 Bulletins published

The first Signal Training Bulletin that was published in *The Signalman's Journal* was in the September 1978 issue. Here is the schedule of the STBs published so far:

A-1 Bond Wire, December 1978
A-2 Insulated Rail Joint, December 1978
A-3 Switch Circuit Controller, October 1980
A-4 Resistor, December 1978
A-5 Lightning Arrester, November 1979
A-6 Fuse, November 1979
A-7 Derail, October 1980
B-1 Primary Battery Carbon Cell, October 1978
B-3 Secondary Battery Lead-Acid Storage Type, October 1978
B-4 Secondary Battery Nickel-Iron Alkaline Storage-Type, November 1978
B-5 Secondary Battery Nickel-Cadmium-Alkaline Storage-Type, November 1978
B-6 Transformers, May 1979
B-7 Rectifiers, July-August 1979
B-8 Charging Nickel-Iron and Nickel-Cadmium Battery, July-August 1979
B-9 Charging Lead-Acid Storage Battery, September 1979
B-10 Primary Battery Systems with Rectifiers, October 1979
C-1 Direct Current Neutral Relay: General, January-February 1979
C-2 Magnetic Structure Direct Current Neutral Relay, January-February 1979
C-3 Direct Current Neutral Relay: Contacts, March 1979
C-4 Direct Current Neutral Relay Operating Characteristics, April 1979
C-6 Thermal Relays, March 1980
C-7 Polarized Relay: Neutral, July-August 1980
C-9 Neutral Slow-Release Relay, September 1980
C-10 Biased Relays, December 1979
C-11 Flasher Relays, April 1980
C-12 Time Element Relays: Motor and Electromagnetic, January-February 1980
C-13 Power Off or Power Transfer Relay, May 1980
C-22 Interlocking Relay, June 1980
D-1 Direct Current Track Circuit, September 1978
D-3 Direct Current Coded, Track Circuit, November 1980
G-3 Ohmmeter, June 1979
G-4 Multimeter, June 1979

Local 94 sets 1981 meeting dates

The meeting dates for Winton Lodge 94 for next year follows:

January 17, 1981: Imperial House Motel on I-75 at Route 126, **Cincinnati, Ohio.**

April 18, 1981: Howard Johnson Motel on I-75 at Route 309, **Lima, Ohio.**

July 18, 1981: Holiday Inn on I-70 at Route 79 North 9 miles, **Heath, Ohio.**

October 17, 1981: Holiday Inn South on I-465 at Route 31, **Indianapolis, Indiana.**

Ferguson rises, Koch retires, on RRB

Bobby V. Ferguson is appointed chief of field operations for the Railroad Retirement Board.

Eugene E. Koch, chief executive officer, RRB retired August 28, 1980, after 42 years of service. He joined the RRB as an economist in 1938. He was appointed CEO in 1978.

As chief of field operations, Ferguson will coordinate the claims operations of almost 100 Board field offices across the country with the headquarters Bureau of Retirement Claims. An employee since 1974, he has been the manager of the RRB district office in Raleigh, NC.

A native of Washington, NC,

Ferguson is a graduate of North Carolina State University.

Equipment cases are available

A new improved control equipment case line, called CS-11, is made of Cor-Ten steel. Both front and rear doors have screened vents and can be latched in the 90° open position. Equipment backboards may be mounted 14 inches offset from the front or the center of the case. Shelves are available to accommodate either backboard position. Also shelving can be installed in 3-inch height adjustment increments. CS-11 cases will also take plug-in relay bars. Knockouts are available for both aerial and parkway cables.

For more information write Union Switch & Signal Division-WABCO, 1789 Braddock Avenue, Swissvale, PA 15218.

MILW men get benefits

The U.S. Railroad Retirement Board has now received Congressional appropriations for the payment of benefits under the New Career Training Assistance and Supplementary Unemployment Insurance Programs authorized by the Milwaukee Railroad Restructuring Act. The Board has accordingly begun processing payments for these programs and the first benefit checks are being issued in October.

New career training assistance payments are available to employees who elected a separation allowance from the Milwaukee Road under an employee protection agreement. To qualify, an employee must begin a course of training for new career opportunities at a qualified institution within 2 years after his or her Milwaukee Road separation date. This program provides reimbursement of up to $3,000 for tuition, room, board, fees and educational materials.

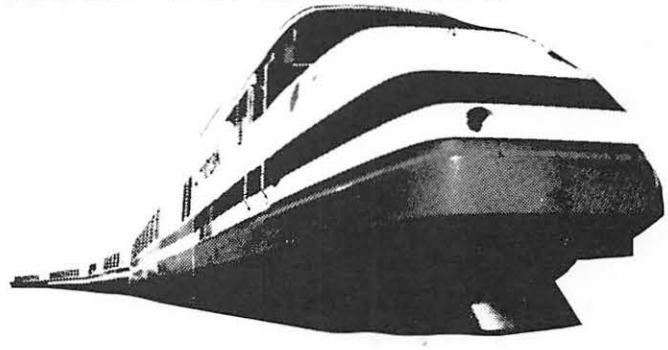
Supplementary unemployment insurance benefits are currently available to former Milwaukee Road employees who were separated or furloughed from the Milwaukee Road because of a restructuring transaction and are subsequently separated or furloughed by another railroad. Others may become eligible when a restructured Milwaukee Road is established under a reorganization plan approved by the Interstate Commerce Commission.

For additional information or for assistance in applying for these benefits, call or visit the nearest Railroad Retirement Board office.

(Please turn to page 47)

C&S-ET ENGINEER

ASSIST IN DIVISIONAL RESPONSIBILITIES FOR CREATING THE FUTURE OF PASSENGER TRANSPORTATION



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It's all part of our commitment to build the world's best passenger transportation system. This position, based in New York, will play a key role in shaping that future. The responsibilities include overseeing maintenance and installation supervision of an intricate communication and signal-electric traction system. In coordinating effective uses of track time, materials and vehicles, you will direct work quality, safety and expenditure specifications on a broad scale.

The qualifications are demanding. They include 10 years of prior supervision in C&S or ET forces on the electrified portion of the rail industry and broad exposure to technical specifications and standards as well as personnel. Amtrak will provide the right candidate with an excellent compensation package and definite routes for advancement. For consideration, send your resume including salary history to: Personnel, Dept. 053, **Amtrak,** 400 N Capitol St. NW, Washington DC 20001.

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Amtrak | **Creating the future of passenger transportation— It's an exciting career.**

Merry Christmas

Happy New Year

As we approach the Holiday Season your Grand Lodge Officers and Staff wish to extend to all members of the Brotherhood of Railroad Signalmen and their families a most joyous Holiday Season with our desire that the New Year bring you much health, happiness and prosperity.

We also wish to take this time to express our sincere thanks and appreciation of your support in our continuing efforts to maintain the Brotherhood of Railroad Signalmen as a vital service organization.

Susan Ippolito

Carolyn S

Walt Altus

Walt Lauer

Lee Rieger

John Platt

Vic Matity

Bob McKnight

Bernadette Bo

Bernie Britcher

Sue Green

Val Van Artsdalen

Pete Frye

Carol Dippong

Dink Best
Bill Gradl
Betty Powell
Tom Bates
Bill Class
peciale
John Bass
Jo Conway
Roger McCaughan
Eileen Parker
Witt Harwell
olton
Butch Speakman
Marilyn Adams
Jackie Gorlach
Carmella Anderson
Dan Pickett
Chuck Chandler
John Hansen

HOW to BUY

By Esther Margolius

Released by
Press Associates, Inc.

Self-medication

Consumer use of non-prescription drugs is on the increase, and many industry observers believe this to be indicative of a trend toward self-help and budget cutting by the public at large.

A recent survey sponsored by *Drug Topics*, a leading trade publication, revealed that seven out of 10 consumers are regular practitioners of self-medication.

When survey figures were broken down by age groups and household size, it was further noted that young singles and couples accounted for 85% of survey returns, with 76% of those reporting as coming from large households.

The over-the-counter products reported most frequently used were vitamins, by 42% of male and 52% of female heads-of-households. More than 56% of children in the survey received vitamins as well, and as often as 6.3 days weekly.

Other popular items included hand and body lotions/moisturizers which were used by 88% of women heads-of-households, more than half of them on a daily basis. 46% of older children and 38% of male heads-of-households also reported daily use of these products.

Consumers indicated budgetary considerations were a primary need in over-the-counter (OTC) purchases. They expressed concerns about product safety and ineffective treatment, and some worried about addiction possibilities. But in the main, they felt that OTC product use brought satisfactory results and curtailed visits to physicians.

All segments of the OTC industry are currently at work on programs to improve OTC products and information about them. The association which speaks for manufacturers of OTC medicines recently sponsored a symposium in Washington, D.C., on "Self-Medication."

A symposium participant, Dr. Christopher T. Rhodes (Ph.D.), Professor and Chairman of Rhode Island University's Department of Pharmacy, pointed out that revised training programs for pharmacy students were putting more emphasis on clinical knowledge. Today's pharmacists, said Dr. Rhodes, should be able to advise a consumer inquiry as to "whether he should go to see an M.D., whether an OTC product should be quite satisfactory, or whether, perhaps, no drug at all is required."

Another participant, Richard Crout, M.D., Director, Bureau of Drugs for the Food and Drug Administration emphasized, "Our philosophy in the country is that OTC drugs must do what they claim to do, must be safe when taken according to directions, and must be capable of being labeled in terms that can be understood by the general public."

Lowell S. Levin, Ed.D., M.P.H., Professor of Public Health, Department of Epidemiology and Public Health at Yale University, took note of the public's greater self-awareness and desire for self-control of health matters. He emphasized the rise in demand for health information literature during the past decade, observing that bookstores today offer selections from a range of more than 3,500 publications. He further observed a New York Public Library report that the *Physicians Desk Reference* (for prescription drugs) and *Medical Director of New York* were two of the library's five most widely circulated books.

The popularity of health subjects has not gone unnoticed by publishers in the OTC fields. As a consequence, two important OTC reference books are now available to libraries and for sale direct to consumers.

Medical Economics Company has the newest offering, *Physicians Desk Reference for Non Prescription Drugs.* A companion to the publishers popular *Physicians Desk Reference,* the new offering is a relatively slim book of 312 pages describing some 650 non-prescription products. Listings are by manufacturer and brand name, and include ingredient details along with manufacturers' use instructions. The consumer edition also offers sections on self-treatment of minor health problems, a poison control center directory, information on first aid for possible poisonings, and a glossary of commonly used health terminology.

The book retails for $12.25 and is available through bookstores. New editions will be published annually to include product updates, withdrawals and additions.

More in-depth coverage of OTC medicines is in the American Pharmaceutical Association's *Handbook of Non Prescription Drugs,* Sixth Edition. Revised in 1979, this publication contains evaluations of the major ingredients found in more than 2,000 OTC preparations. More than 130 contributors from

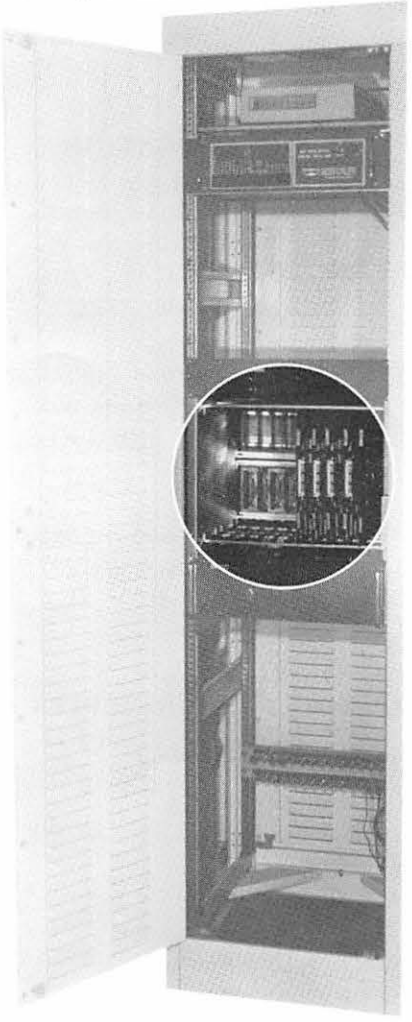
(Please turn to page 48)

Have a field day in your office.

Up to 255 field stations at your fingertips with a single WABCO/Union Switch & Signal MICRO-700.

Equip your CTC office with WABCO/Union Switch & Signal's new MICRO-700 Control System. So compact, this modular microprocessor unit fits into a standard 19-inch by 14-inch card file. A basic MICRO-700 contains only four printed circuit boards. The basic system is easily expanded by adding additional boards to handle up to 255 field stations, depending on size of the field stations. Additional expansion can be achieved through a bus link between two or more MICRO-700 systems.

The MICRO-700 is designed for use in new CTC office installations and for replacing existing relay office control systems. It utilizes microprocessor-based controller boards, each dedicated to a unique task such as code, keyboard, display, and maintenance control. Communication between the controllers is achieved through a high-speed data bus.



Maintenance is easy with plug-in printed circuit boards. A diagnostic test set is available for printed circuit board testing. And a maintenance controller and associated keyboard/printer provides access to system data.

Some of the outstanding features of the MICRO-700 are:

- "Miracle Chip" microprocessor technology
- Compact, modular, space-saving design
- Readily expandable
- Easy to maintain
- Adaptable to both new and existing installations

To learn more about bringing the field into your office with the MICRO-700, write for our new Bulletin 353, or consult your nearest US&S representative.

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UNION SWITCH & SIGNAL DIVISION

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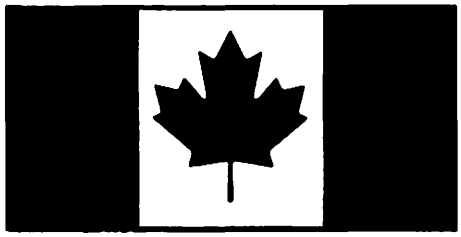


News from Canada

Group life insurance plan in operation

Editor's Note: The following is from the booklet of Great-West Life Assurance Co. describing group policy No. 42438GL.

TO ALL INSURED MEMBERS
Dear Sirs and Brothers:

The Canadian General Committee is pleased to present you with this booklet which describes the details of your group insurance program.

The program was established on October 1, 1962 and has been providing group life insurance benefits to our members for almost two decades. Effective March 1, 1980 the program has been improved to add additional financial protection for our members and the following pages summarize the benefits of the new Plan.

A portion of your Union Dues go directly to pay the premium of this Group Life Insurance Policy.

Please read the booklet carefully and keep it in a safe place for future reference.

The improvements to your group insurance plan, sponsored by the Canadian General Committee, are consistent with the Committee's continuing efforts to support our members' financial security.

/s/ John E. Platt
Vice President

/s/ A. Cunningham
General Chairman

/s/Roger E. McCaughan
General Chairman

PLAN ADMINISTRATION OFFICES

Brotherhood of Railroad Signalmen, 1396 St. Catherine St. W., Suite 323, MONTREAL, Que. H3G 1P9. TEL: (514) 861-3712.

Brotherhood of Railroad Signalmen, 130 Slater Street, Suite 505, OTTAWA, Ont. K1P 5H6 TEL: (613) 563-4214

Brotherhood of Railroad Signalmen, 3081 Ness Avenue, Suite 207, WINNIPEG, Man. R2Y 2G3. TEL: (204) 837-7111.

SCHEDULE OF BENEFITS

For Group Policy No. 42438 EMPLOYEES
Life Insurance
Active Employees $9,000

COVERAGE

Your improved insurance became effective on March 1, 1980 and if you were employed on or before that date, you are covered by the improved benefits immediately. If your employment with the Railway Company, in a position for which the Brotherhood of Railroad Signalmen holds bargaining rights, commences after March 1, 1980 your coverage commences on the date of your full time employment.

If you are away from work on the date when your insurance would normally start, it will not become effective until you return to work.

LIFE INSURANCE FOR SIGNALMEN

In the event of your death, your beneficiary will be paid the amount of your group life insurance. (See the Schedule of Benefits at the front of this booklet for the amount.)

Should you become totally disabled while insured and before reaching the age of 65, and such disability continues without interruption for at least six months, your life insurance will remain in force without further premium payment, but only until you reach age 65.

NOTE: Claim must be filed for total disability coverage.

If any or all of your insurance terminates, prior to your 65th birthday, you may apply for an individual life policy without taking a medical examination.

The individual policies available are:

1. any whole life or endowment policy (other than a preferred risk plan) customarily being issued by Great-West Life.
2. a non-renewable term insurance policy to age 65.
3. a one year, non-renewable term insurance policy which may, if desired, be converted to a policy described in 1. and 2. above, at any time during the one year period.

If your insurance terminates upon termination of the plan (or after termination of the plan with regard to an employee who was totally disabled when the plan

terminated but subsequently ceased to be disabled) and you were insured for at least five years prior to termination, you may also apply for an individual policy described above; however, the amount of the individual policy cannot exceed the lesser of —

(a) the amount which terminated under this plan less any amount to which you become entitled under any other group insurance plan within 31 days, or

(b) the greater of $5,000 or 25% of the amount which terminated under this plan.

Application for an individual policy must be made within 31 days after termination of insurance, during which period your life insurance under this plan will remain in force free of charge.

TERMINATION OF INSURANCE

Your insurance coverage terminates when:

You leave a scheduled position that is covered in a collective bargaining agreement with the Brotherhood of Railroad Signalmen and are no longer paying Union Dues.

The Group Policy is terminated by action of the Canadian General Committee.

Union Dues are not received by the Canadian General Committee, so premiums cannot be made.

Retire from active employment with the Railway.

During temporary sickness, or leave of absence, you can continue coverage under the plan for a period of six months by sending your monthly premiums directly to one of the Plan Administration Offices listed at the front of this booklet.

HOW TO MAKE CLAIMS UNDER THE PLAN

1. In the event of death or total disability contact a Plan Administration Office immediately, who will provide the claimant with instructions and the necessary forms to submit the claim.

2. In the event of a death claim, Forms M62 and M63, provided by the administrator must be completed.

3. In the event of total disability, Forms M672 and M672A, provided by the administrator must be completed.

4. The claim Forms, once completed, should be returned to the administrator who will, in turn, forward them to the insurance company.

DESIGNATING A BENEFICIARY

1. When initially applying for your insurance coverage designate your beneficiary on the Application Card provided to you.

2. If you subsequently want to change your beneficiary contact your Plan Administration Office who will provide you with instructions and the necessary Form.

3. Please make sure that your beneficiary is properly identified.

A L'ATTENTION DE TOUS NOS MEMBRES ASSURES:

La Fraternité des signaleurs des chemins de fer (Direction canadienne) est heureuse de vous offrir le présent livret décrivant les modalités de votre régime d'assurance collective.

Le régime, établi le 1er octobre 1962, offre depuis prés de vingt ans des prestations d'assurance-vie collective à nos membres. Les extensions de couverture concues en vue d'une protection financiére accrue entreront en vigueur le 1er mars 1980. Les pages qui suivent résument les garanties en vertu du nouveau régimé.

Nous vous recommandons de lire attentivement ce livret et de le conserver pour consultation ultérieure.

Les extensions apportées au régime d'assurance collective témoignent de nos efforts constants afin d'assurer votre sécurité financiére.

Une partie de vos cotisations syndicales sera affectée au paiement de la prime de la police d'assurance-vie collective.

/s/ John E. Platt
le vice-président

/s/ A. Cunningham
le président général du comité

/s/ Roger E. McCaughan
le président
général du comité

BUREAUX DU SERVICE D'ADMINISTRATION DES REGIMES

Fraternité des signaleurs des chémins de fer 130, rue Slater bureau 505 Ottawa (Ontario) K1P 5H6. Tel: (613) 583-4214.

Fraternité des signaleurs des chemins de fer 1396, rue Sainte-Catherine ouest bureau 323 Montréal (Québec) H3G 1S9. Tel: (514) 661-3712.

Fraternité des signaleurs des chemins de fer 3081, avenue Ness bureau 307 Winnipeg (Manitoba) R2Y 2G3. Tel: (204) 837-7111.

PRESTATIONS CONSENTIES AUX SALARIÉS VISÉS par la police d'assurance collective n° 42438

Assurance-vie

Salariés actifs $9,000

ADMISSIBILITÉ

Le nouveau régime d'assurance collective a pris effet le 1er mars 1980. Si vous avez été engagé avant cette date, vous y êtes admissible. Si votre engagement commence aprés le 1er mars 1980 et s'il est assujetti à la convention collective de la Fraternité des signaleurs des chemins de fer, vous y êtes admissible à partir du moment où vous êtes engagé à plein temps.

Lorsque vous êtes absent du travail le jour où votre assurance est censée prendre effet, celle-ci n'entre en vigueur qu'a la date de votre retour au travail.

ASSURANCE-VIE – SALARIÉS

Advenant votre décès, le montant de votre assurance-vie collective irait à votre bénéficiaire. (Voir le tableau des prestations au début du livret pour en connaître le montant.)

Si vous deveniez totalement invalide en cours de garantie avant l'âge de 65 ans durant au moins six mois, votre assurance-vie resterait en vigueur, avec libération de primes, jusqu'à l'âge de 65 ans.

REMARQUE: Les demandes d'indemnité en cas d'invalidité totale doivent être faites en bonne et due forme.

Si votre assurance prenait fin, même en partie, avant votre 65e anniversaire, vois pourriez souscrire une police d'assurance-vie individuelle sans devoir subir d'examen médical.

Voici les polices individuelles proposées:

1. l'une des polices mixtes ou vie entière communément offertes par la Great-West (sauf une police à risque avantageux),
2. une police d'assurance temporaire non renouvelable jusqu'à 65 ans,
3. une police d'assurance temporaire non renouvelable d'un an qui peut, sur demande, se transformer en l'une des polices prévues à l'alinéa 1 ou 2 à tout moment au cours de cette période d'un an.

Si votre assurance prenait fin à l'expiration du régime (ou après l'expiration du régime dans le cas d'un salarié qui était totalement invalide à l'expiration du régime mais a cessé de l'être) et que vous ayez été assuré au moins cinq ans avant l'expiration, vous pourriez souscrire l'une des polices individuelles décrites ci-dessus. Le capital assuré de la police individuelle ne peut cependant dépasser le moindre des deux montants suivants:

a) le montant qui vois est dévolu en vertu du régime moins tout montant auquel vois avez droit de par un autre régime d'assurance collective dans les 31 jours;

b) le plus élevé d'entre $5,000 et 25% du montant qui vous est dévolu en vertu du régime.

La demande de police individuelle doit efre faite dans les 31 jours de l'expiration de l'assurance; durant ce délai, votre assurance-vie en vertu du régime reste en vigueur sans frais à votre charge.

EXPIRATION DE L'ASSURANCE

Votre assurance expire lorsque:

vois quittez un poste régi par la convention collective de la Fraternité des signaleurs des chemins de fer, et de ce fait, ne payez plus de cotisations syndicales.

la police collective expire à la suite d'une décision de la Direction canadienne.

vous cessez de verser les cotisations exigibles destinées à acquitter les primes.

vous cessez votre service actif dans la Compagnie des chemins de fer.

En cas d'absence temporaire en raison de maladie ou de congé autorisé, vous pourriez demeurer assuré en vertu du régime pendant six mois en faisant parvenir directenent vos primes mensuelles à l'un des bureaux du Service d'administration des régimes que nous vous avons indiqués au début du présent livret.

COMMENT FAIRE UNE DEMANDE D'INDEMNITÉ

1. Advenant un décè ou une invalidité totale, vous devez communiquer immédiatement avec votre agent de section, qui donnera à l'ayant droit les directives nécessaires ainsi que les formules de demande d'indemnité.
2. Advenant votre décès, le bénénficiaire doit remplir les formules M62 et M63, qu'il pourra se procurer auprès de l'administrateur.
3. En cas d'invalidité totale, il faut remplir les formules M672 et M672A, que vous pourrez vous procurer auprès de l'administrateur.
4. Une fois remplies, les formules de demande d'indemnité doivent être retournées à l'administrateur, qui les fera parvenir à la compagnie d'assurance.

CHOIX DU BÉNÉFICIAIRE

1. A la demande d'adhésion, indiquez le nom du bénéficiare que vous avez choisi sur la formule prévue à cette fin.
2. Si, par la suite, vous désirez changer de bénéficiaire, communiquez avec l'un des bureaux du Service d'administration pour obtenir les directives et les formules nécessaires.
3. Veuillez vous assurer que le nom du bénéficiaire est clairement indiqué.

Canada's crossing safety program has federal government support

The Railway Transport Committee of the Canadian Transport Commission is charged by law to insure protection, safety and convenience of the public using rail-highway crossings. How this function is carried out was described by E. W. Eastman, director, rail systems development branch, and R. M. McIntosh, chief signal engineer, of the Railway Transport Committee to an interested audience of railway signal people in Edmonton. An abstract of the talk is presented.

The Railway Transport Committee of the Canadian Transport Committee of the Canadian Transport Commission is charged by statute with ensuring protection, safety and convenience of the public using rail-highway crossings. **The**

Committee's program includes the following activities:

Promulgation and enforcement of regulations and standards for crossings;

Authorization of construction, reconstruction and closure or relocation of crossings with or without federal subsidy or grants; and

Inspection of crossings and follow-up actions to ensure compliance with regulations and standards.

To carry out these duties it is provided with manpower and funds. Apart from a small Headquarter component in Ottawa, the manpower is spread across the country in six regional offices of the Committee.

Contributions to work done to improve crossings are paid from the Railway Grade Crossing Fund, for which the current annual appropriation is $10 million.

In Canada, we have more than 36,600 public crossings of which 2,907 are grade separated. Another 8,754 are equipped with automatic protection and, of these, 2,614 have gates.

The vast majority of the remaining 24,000 crossings are equipped with reflectorized crossing signs.

At the crossings that are not grade separated there is an inherent danger of collision between road and rail users.

Crossing accidents accounted for 65% of all reportable accidents in 1978 and for 61% of the fatalities.

The Committee must conduct its program against a background of fiscal restraint in government. From several directions, not least the Auditor General's Office, it is being pressed to provide proof that expenditures on crossing protection are cost-effective and that funds are being directed to the most hazardous crossings.

In the period 1970-75 there were no accidents at 90.6% of all crossings, one accident at 7.0% of all crossings, three accidents at 0.5% of all crossings and four to six accidents at 0.4% of all crossings. No crossing had a history of more than six accidents in this period. Accident statistics remained steady as road traffic volumes increased enormously.

When, in 1976, the program had been in existence for about 70 years, it was called upon to face in-depth questioning. Resources available for improvement were limited yet public safety requirements were demanding. A means for objective evaluation of project priorities was required.

National statistics were available which showed that the railway crossing program was effective. But a standard methodology and a process for evaluating individual improvement works were not available.

The Commission's qualitative and subjective evaluations of specific cases were being challenged by interested parties and pressure groups through letters of complaint, the news media, the parliamentary process and the judicial process. The Commission faced dissatisfaction from individuals, municipalities and provinces and, at times, federal review agencies and task forces.

As a result of these concerns, the Commission began to develop measurement tools which would provide criteria for cost-effective project implementation (give all statutory, social and economic constraints) and effectiveness evaluations for program development.

Using statistical analysis techniques, a hazard-index model was developed. The hazard-index is the expected number of accidents at a crossing in a five-year period. It is calculated from road and rail traffic statistics and data on crossing characteristics. Crossing characteristics include:

Physical characteristics, such as road surface, approach grades and sight lines; modal characteristics, such as train and vehicle traffic, environmental characteristics, such as climate and anti-whistling bylaws; and warning characteristics, such as crossbuck signs, flashing lights and bell, automatic gates or advance-warning signs.

The model can be used to calculate the effects of various types of crossing improvement in reducing hazards. Examples of improvement projects are: to provide flashing lights and bell (FL & B) at a crossing (XING) served only by standard crossbucks (XBUCKS); to provide flashing lights, bell and gates (FL&B&G) at a crossing served only by standard crossbucks, or by flashing lights and bell; and to improve sight lines.

Criteria were developed to establish hazard-index thresholds for each type of crossing improvement work. Each year, hazard indices for all crossings in Canada can be estimated. In this way the most hazardous one-sixth of all crossings in a given category can be identified as candidates for the next higher or next-but-one higher level of protection.

A chart showing the normal range of hazard indices for urban crossings by category of protection is developed. In 1977, one-sixth of the crossings in each category had hazard indices above the threshold. The average hazard-index for the 2,587 urban crossings equipped with flashing lights and bell was 0.403; and that two-thirds of these crossings (1,734 crossings) had hazard indices in the range of 0.248 to 0.565. A further one-sixth of these crossings were above the 0.565 threshold. Similar charts are prepared for rural crossings, where normal ranges are considerably lower.

Information had long been stored in a computer based inventory. Unfortunately, the inventory was untrustworthy since the information was only updated when an RTC Officer

visited the crossing. Therefore the vast majority of information was out of date.

The problem of updating information on all crossings, spread across the national railway map, in a short period of time, was solved in large measure during the summer of 1979 and 1980. Students hired under federal government programs were employed to update information on some 23,000 crossings. It is hoped that the remainder can be dealt with in the summer of 1980 under a similar program.

Another student team, based in Ottawa, will code the information for computer.

Subject to funds being made available, a computerized management information system will be implemented which will combine all existing (isolated) data bases. The new data base will include crossing characteristics in detail, accident records (pre- and post- installation of existing protection), resource consumption (staff time and costs by project), Order number and date, estimated and actual costs of construction, hazard index, etc.

With this system in place, it would be a simple matter to compare the hazard existing at the site of the proposed work with the norm for the category of protection then in place.

Further, by monitoring the accident record at the crossing post-installation, we should be able to prove that which we believe to be true i.e. that the program is cost effective.

The hazard measurement technique and the associated work in refining the choice of expenditures will help the RTC: (i) to play a more active role in the enhancement of safety programs, e.g. by pointing to crossings with a high hazard score; (ii) to better co-operate with provincial and municipal highway authorities and railways; (iii) to explain its operations to the public, Members of Parliament, etc.; (iv) to argue the case for additional financing for the Railway Grade Crossing Fund.

Time series data on accidents at all crossings indicate that the impact of RTC activities in its crossing safety program has been to reduce (or at least hold steady) the annual accident rate, despite the immense growth in road traffic. This is a measure of overall program effectiveness.

With the new computerized data base, it will be possible to assess the impact of the program more precisely and, eventually, to estimate return on investment and benefit cost ratios.

The constant endless treadmill of RTC work is handled by the various Branches. The Rail Systems Development Branch processes some 80% of all correspondence received at Headquarters and publishes 68% of all Orders. Of course, not all work culminates in an Order. A letter frequently disposes of a matter. However, it is true to say, that every Order, in its evolution, creates a web of correspondence that must be 100% complete before the Order can issue.

At any given moment, there will be about 2,000 live projects in the pipeline. Since 1976 the system has been decentralized extensively so that railway officers and others making inquiries after the status of a particular Order, plan or other project, may be directed to the appropriate RTC Regional Office more frequently than was the case pre-1976. The western Division of the Canadian Transport Commission, opened at Saskatoon in 1979, is assuming some of the responsibilities of each modal committee. The Division is charged with the responsibility of bringing the regulatory functions of the Commission closer to Western Canada. It is still in a state of evolution and its final relationship with the RTC and with the Regional offices of the RTC has still to be determined.

Starting in 1977, the RTC has decentralized its operations. Manpower and monies were reduced for HQ and the Committee's Regional Officers were strengthened (of course, not necessarily to the satisfaction of the Regional Managers).

As decentralization proceeded, it was necessary for HQ to record and disseminate national policies in respect of each and every category of work. Reducing policies to writing has caused many a headache because each issue had to be resolved and a policy determined in areas that had, frequently, been handed down in story from one generation of RTC officers to another. Writing procedures is an exercise in self-discipline, forcing one to consider every route through the problem solving maze and demanding that allowance be made for every possible factor that could impact on the system.

The paperwork in support of this decentralization lagged behind the physical redeployment of man-years and is only now beginning to take effect. A 'bible' of orders, covering every category of work, has been completed and circulated for internal RTC use. Examples of every Order that breaks new ground are now added to the main document as a matter of routine.

Procedures are being reduced to writing and circulated in increasing numbers; this being our only way of maintaining consistency of processing across the national system.

Where it is evident that other users, outside the RTC, would benefit from access to the procedure, it can be published in an advisory or mandatory form.

Eventually, the great majority of applications will be covered by procedures for the guidance of RTC staff. In many cases the procedures will be published for the guidance of applicants (in practice, the RTC version of the procedure will often differ from the published procedure since it

will involve a number of steps additional to those required of the applicant or other interested party).

An interesting facet of this decentralization, now largely complete, has been to observe the reaction of the railway companies as they cling to their "communicate through Montreal" syndrome. We find that we are being asked to meet, more and more, with railway company officers from railway regional offices from railway regions although all final correspondence still emanates from Montreal.

"RIGHT TO KNOW" LAW COULD BE MODEL

Governor Hugh Carey has signed into law a measure which will significantly reform the regulation of occupational exposure to toxic substances. The "Workers Right to Know Bill" requires companies using potential hazardous substances to identify them, in plain language, to workers.

Management is to respond with information about any specific substance within 72 hours or face legal sanctions, including fines up to $10,000.

A comparable federal bill was introduced in the U.S. House of Representatives by Rep. George Miller (D-CA) having 55 supporters and required corporate officers, including corporate doctors, to provide information to workers on toxic substances or be subject to fines of $50,000 to $100,000. Hearings were held last Spring by a House Judiciary Subcommittee, with Rep. John Conyers (D-MI) as chairman.

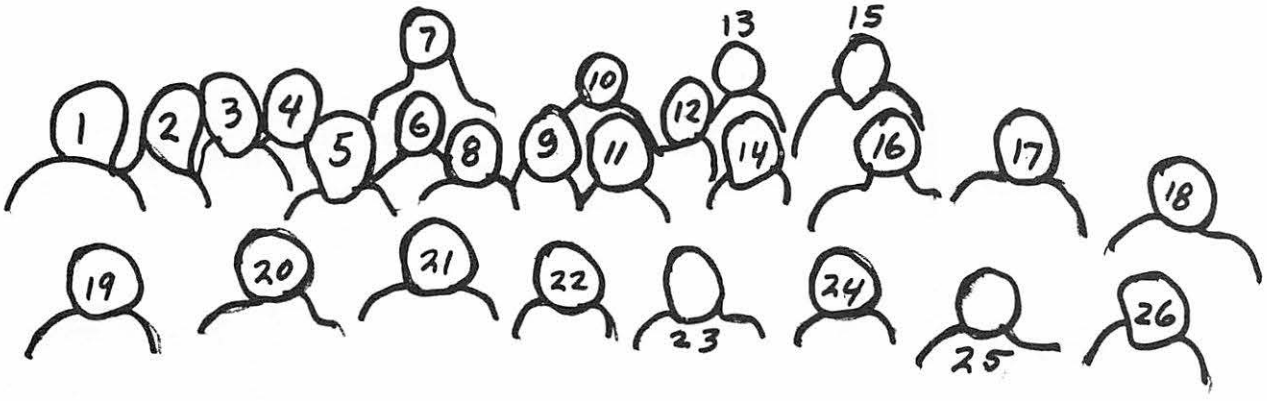
Convention Delegates

ConRail-Lehigh Valley delegates at last year's BofRS convention shown here are (left to right): Geoffrey Eilenberg, local chairman, Rainbow Lodge 57; Kevin J. Childs, local chairman, Bison City Lodge 151; John Inderelst, local president, local lodge 57; Carl T. Heitzman, general chairman; Leo Dowd, local chairman, Wyoming Lodge 59; and Michael J. Yeasteadt, local president, local lodge 59.

Conrail-Reading delegates at last year's BofRS convention shown here are (from the left): George Shellick, Jr., local chairman, Reading Lodge 26; Patrick P. Cavallaro, local president, Liberty Lodge 53; William P. Glavey, general chairman; Eugene Shiller, local chairman, local lodge 53; and R. K. Forsythe, local chairman, local lodge 26.

Help Prevent Birth Defects –
The Nation's Number One
Child Health Problem.

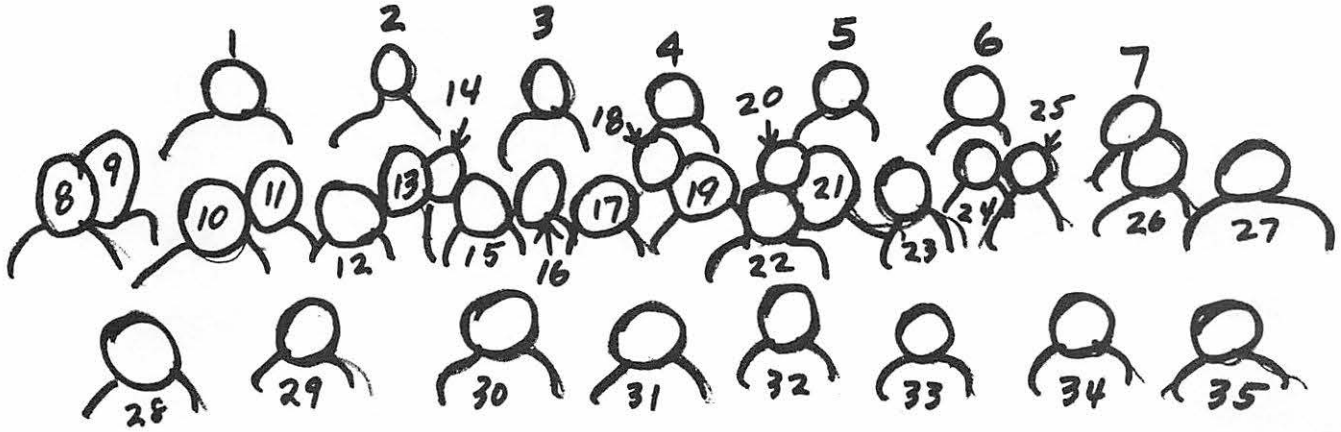
Support the
March of Dimes
BIRTH DEFECTS FOUNDATION



United Signalmen General Committee delegates from ConRail shown here are: 1— T. L. Hedges, recording secretary, Dayton Lodge 52; 2— R. T. Tarvin, local chairman, trustee general committee, local 52; 3— C. R. Wade, local president, Indianapolis Lodge 42; 4—W. E. Tarvin, financial secretary, local 52; 5— J. L. Kopp, local chairman, Jackson City Lodge 28; 6— W. D. Mahaffey, local chairman, Toledo Lodge 10; 7— M. B. Parkinson, recording & financial secretary, W. D. Best Lodge 45; 8— J. L. Brown, local president, Local Lodge 212; 9— E. R. Moyer, local chairman, local 10; 10— T. A. Perry, recording & financial secretary, Primary Lodge 64; 11— J. M. Casey, local chairman, local 212; 12— G. S. Hoover, Local Lodge 38; 13— T. L. Loeffler, local chairman, vice general chairman, Victory Lodge 73; 14— E. L. Luttrell, local 52; 15— J. J. Molnar, recording & financial secretary, Local Lodge 68; 16— E. N. Kutch, local chairman, local 45; 17— John E. Hansen, vice president BofRS; 18— Ray Migler, local chairman, local 68; 19— D. R. Schoener, local president, local 28; 20— W. G. Murrell, local chairman, local 28; 21— V. M. Speakman, grand lodge representative; 22— P. R. Allen, local president, local 73; 23— J. R. Downs, local chairman, vice general chairman, local 64; 24— M. C. Ackerman, recording & financial secretary, local 42; 25— James A. Kistler, assistant general chairman; and 26— Willis Abner, executive assistant general chairman.

Eating right can help control High Blood Pressure

If you have high blood pressure and are overweight, losing weight may help your medicine work better. Some people are also helped by cutting down on salt. Doctors have found that some people with high blood pressure who watch what they eat need less medication, because proper diet makes their drugs more effective. In a few cases, eating right helps people lower their blood pressure without



United Signalmen General Committee delegates from ConRail shown here are: 1— T. Sablotny, local chairman, Akron Lodge 109; 2— J. Grace, New York City Lodge 76; 3— T. Holz, local chairman, Grand Central Terminal Lodge 160; 4— E. Wander, local chairman, Steadfast Lodge 35; 5— R. Sanderl, local chairman, UTK Lodge 86; 6— W. Rowley, Rochester Lodge 93; 7— J. Skudlarek, local chairman, Susquehanna Lodge 37; 8— L. Kozlowski, local chairman, Unity Lodge 2; 9— G. Lint, local 2; 10- P. Bair, local chairman, Mountain City Lodge 1; 11— J. D. Grainey, local 1; 12— D. Ferrante, local 160; 13— R. McGuire, local 76; 14— R. J. Hale, local president, local 109; 15— C. Bell, Blairsville Lodge 40; 16— W. Brewer, local 40; 17— D. Buck, local 40; 18— C. Welton, local chairman, Buffalo Lodge 36; 19— R. Muscarrela, Local Lodge 213; 20— R. Lemmey, local chairman, local 93; 21— E. A. Dischinger, local 2; 22— D. Morris, financial secretary, Olean Lodge 134; 23— F. F. Guy, local chairman, Pitt Lodge 112, vice general chairman; 24— J. Barnett, local 40; 25— G. L. Clark, local 112; 26— J. E. Hansen, BofRS vice president; 27— W. McEnteer, local chairman, local 134; 28— D. Helmer, local chairman, St. Thomas Lodge 27; 29— J. Adams, local chairman, local 40; 30— E. Fegreus, local chairman, local 213; 31— C. E. Hippert, Jr., recording & financial secretary, local 93; 32— J. Geary, Albany Lodge 80; 33— R. E. McKenzie, local 2; 34— R. J. Szprygada, assistant general chairman; and 35— Willis Abner, executive assistant general chairman.

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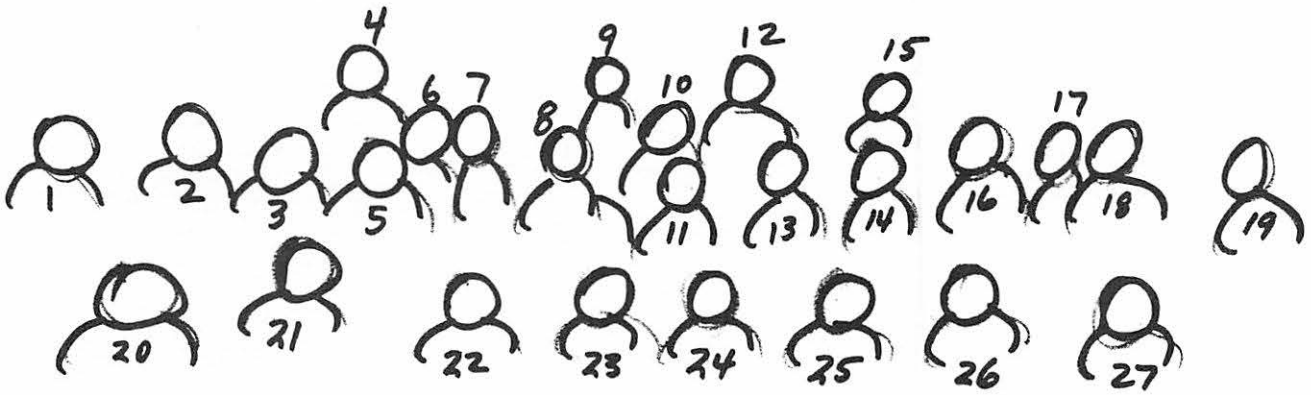
any medication at all. Your doctor will know what part losing weight and cutting down on salt should play in your treatment.

A good diet makes everyone feel better and look better. It's not always easy to change the way you eat—but you *can* do it. Here are some hints to help make eating for high blood pressure control a habit for life. Discuss them with your doctor before trying them on your own.

Losing Weight

High blood pressure is twice as common among those who are overweight. When overweight patients lose weight, their blood pressures go down. How much would your blood pressure drop if you lost weight? The



United Signalmen General Committee delegates from ConRail and Amtrak shown here are: 1— F. Flynn, local chairman, McAdoo Lodge 54, now local 84 member; 2— J. M. Zagorski, local 54, now local 84; 3— J. M. Thornton, local chairman, local 54 (now local 84); 4— J. K. Weiler, local chairman, Trenton Lodge 102, now member local 84; 5—G. B. Kabroth, local chairman, Conestoga Lodge 106 Amtrak; 6— W. Quinn, Tuxedo Lodge 65; 7— J. M. DeLozier, local president, Local Lodge 105; 8— C. J. Capone, local chairman, Victor Lodge 58; 9— G. R. Tyree, local lodge 102 Amtrak; 10— A. C. Troncone, local lodge 102 Amtrak; 11— D. A. Madden, Philadelphia Lodge 18 Amtrak; 12— A. F. Sudano, local chairman, local 65 Amtrak; 13— D. T. Reale, local chairman, local 18 Amtrak; 14— H. P. Ennis, Wilmington Lodge 48 Amtrak; 15— R. C. Hill, Sr., local chairman, local 48 Amtrak; 16— G. J. Torpey, local 18 Amtrak; 17— C. R. Wade, Indianapolis Lodge 42; 18— J. E. Hansen, BofRS vice president; 19— M. C. Ackerman, local 42; 20— J. K. York, local chairman, local 102 Amtrak; 21— D. E. Lamson, recording secretary, Bay State Lodge 120; 22— C. J. Marcy, local chairman, local 120; 23— N. Ribando, local chairman, local 84 ConRail; 24—J. W. Miller, financial secretary, local 84; 25— G. R. Jones, financial secretary, local 102 Amtrak; 26— W. A. Radziewicz, assistant general chairman; and 27— W. Abner, executive assistant general chairman.

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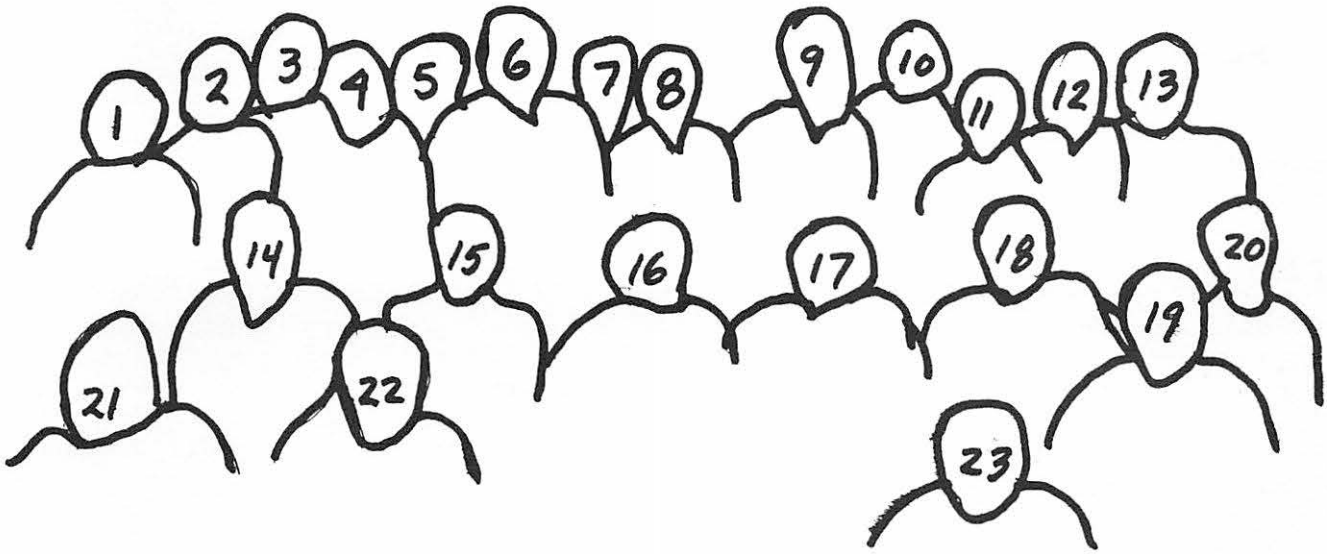
figures are different for each person. But if you're overweight, chances are taking pounds off and keeping them off will help lower your blood pressure level and will keep it low.

If you need to lose weight, there are many resources to help you: diet and exercise books, magazine articles, weight control, and exercise classes. Ask your doctor what he or she recommends. The best way is to eat less; exercise also helps. Try taking smaller portions of the foods you eat. Half the portion is half the calories.

Changing your eating habits is the best way to get and keep weight off. Crash programs, or fad diets featuring a limited variety of foods, may take off pounds in the short run. Over time, however, only a balanced diet and good eating habits will keep weight down. To be effective your new eating patterns should be followed for life—just like all high blood pressure treatment.

Cutting Down on Salt (Sodium)

Salt is a chemical compound, made up of



Chicago & North Western-Rock Island BofRS delegation to the 1979 convention shown here includes the following: 1— D. J. Harp, local 43; 2— R. D. Howard, recording & financial secretary, Pioneer Lodge 23 (RI); 3— J. W. Tiesling, financial secretary, Madison Lodge 39; 4— V. K. Bevan, local president, Ketterman Lodge 78 (RI); 5— V. D. Unger, vice general chairman, local chairman, local 108; 6— M. W. Kiser, local chairman, recording & financial secretary, Martin Lodge 17 (RI); 7— John E. Hansen, BofRS vice president; 8— C. D. Smith, local 108; 9— J. D. Boots, local chairman, local 23 (RI); 10— J. W. Braden, local chairman, recording secretary, local 43; 11— R. E. Hickerson, local chairman, Rock Island Lodge 183; 12— G. G. Ruhl, local chairman, local 78 (RI); 13— T. P. Zubb, recording secretary, local 130; 14— P. R. Singletary, local chairman, local 39; 15— F. J. Nobile, local chairman, J. C. Gerke Lodge 9; 16— H. S. Gerth, general chairman, 17— C. J. Chamberlain, labor member, Railroad Retirement Board, member Illinois Lodge 108; 18— H. J. DePaepe, Jr., local chairman, local 130; 19— K. Van De Walker, local president, local chairman, Maple Leaf Lodge 98; 20— M. A. Linstead, financial secretary, local 130; 21—D. D. Roberts, recording & financial secretary, local 183 (RI); 22—T. G. Grace, recording & financial secretary, local 98; and 23—A. E. Nenn, general secretary-treasurer, local president, local 9.

Pacific Southwest General Committee delegates to last year's BofRS convention are shown here (standing, left to right): Charles A. McGraw, local chairman, Portland div., SP, Roseburg Lodge 152; Owen C. Lewis, then local chairman, WP, Sacramento Lodge 179, now general chairman; John H. Hehs, Jr., local chairman, San Antonio div., T&L, SP, Gulf Coast Lodge 99; E. O. Rosebure, local chairman, Los Angeles, div., SP, Los Angeles Lodge 104; W. E. Hill, Portland div., SP, local 152; Bobbie Brient, local chairman, Houston shop, T&L, SP, local 99; Curtis D. Plummer, local chairman, Dallas div.,T&L, SP, vice general chairman, local 99; R. J. Kidder, local chairman, Lafayette, LA div., SP, T&L, local 99; L. J. Mortenson, local chairman, Pacific lines, SP, Tucson Lodge 126; J. L. Wiltse, recording & financial secretary, Oakland Lodge 92; George Bozaan, local chairman Pacific Electric, Lodge 100, now vice general chairman and general secretary-treasurer; and L. H. Carmichael, local chairman, Pacific lines, SP, local 179. Seated (left to right) are: Val Van Artsdalen, then general chairman, now grand lodge representative; Kenneth D. Raney, local chairman, Cotton Belt Lodge 157, vice general chairman StLSW; B. D. Maxwell, local chairman, Labette Lodge 116, vice general chairman, MKT; Thomas M. Baker, local president, El Paso Lodge 182; J. Y. Nance, local chairman, Salt Lake div., SP, local 179; J. R. Wise, local president, local 92; and Charles Spears, then local president, local 116.

Santa Fe-KCS-Rio Grande delegates to the 1979 BofRS convention shown here (standing, left to right) are: O. L. Carter, Jr., local president, Rocky Mountain Lodge 161; E. A. Kidd, recording & financial secretary, Santa Fe Lodge 121; Merrill J. Clayson, recording & financial secretary, Local Lodge 24, D&RGW; George E. Jones, local chairman, vice general chairman, local 24, D&RGW; Jerry W. Jacobs, local chairman, local 161; James R. Riggs, local chairman, senior vice general chairman, Carrollton Lodge 20; G. R. Angerer, recording & financial secretary, local 161; Robert C. Page, local chairman, Midwest Lodge 33; W. H. Little, local chairman, vice general chairman, San Joaquin Valley Lodge 173; J. R. Estudillo, recording & financial secretary, Navajo Lodge 172; C. F. Bollacker, Jr., local chairman, vice general chairman, local 161; Witt B. Harwell, Jr., vice president BofRS; Rex Duke, Mission Lodge 156; J. E. Duncan, local 33; and W. L. Gladbach, recording & financial secretary, local 20. Front row (left to right) are: Coy L. Wade, local chairman, local 121; W. L. Coonce, local chairman, local 156; John Savage, recording & financial secretary, local 156; Edward W. Swecker, local chairman, general secretary-treasurer, local 172; Richard R. Van Vacter, general chairman; Clyde M. Page, local 33; G. C. Banzhaf, local chairman, local 121; R. H. Lawless, local chairman, local 33; and R. J. Pigeon, Local Lodge 185, KCS.

Canadian delegates at last year's BofRS convention shown here (standing, left to right) are: Art Willis, local chairman, Winnipeg Centre Lodge 12; Harry Tracz, local chairman, assistant general chairman, Edmonton Lodge 202; Dennis A. McManus, local chairman, assistant general chairman, Citadel Lodge 205; Don G. Jennings, local chairman, Foothills Lodge 125; Ron E. York, local chairman, assistant general chairman, Cariboo Lodge 192; John McCormick, local chairman, St. Charles Lodge 187; John Goda, local chairman, local 12; Ross Pellow, local chairman, Algoma Lodge 189; Robert E. Swan, local chairman, Burman Lodge 165; Richard Law, local chairman, local 12; Edward J. Smith, local chairman, local 192; Des A. Collins, recording & financial secretary, Queen City Lodge 122; R. W. Piush, local 12; and Charles J. Newlands, recording & financial secretary, W. J. Gillis Lodge 167. Seated (left to right) are: Anthony G. Cunningham, general chairman, general secretary-treasurer; James R. Dickson, local chairman, Northland National Lodge 204; John E. Platt, vice president; Roger E. McCaughan, general chairman, grand lodge representative; W. W. Schaefer, local chairman, assistant general chairman, local 165; Edward LaFranchise, local chairman, Victory Lodge 144; and Victor Matity, local chairman, grand lodge trustee, Saskatchewan Lodge 203.

40 percent sodium and 60 percent chloride. Although the body must have sodium, most Americans eat much more of it than they need. Sodium in salt seems to contribute to higher blood pressures in some people. Some people with high blood pressure can help control it by reducing the amount of sodium they eat. Like losing weight, cutting the use of salt and other products that contain sodium can help these patients reduce the amount of medication they need. By limiting sodium intake, some patients can lower blood pressure without taking medication.

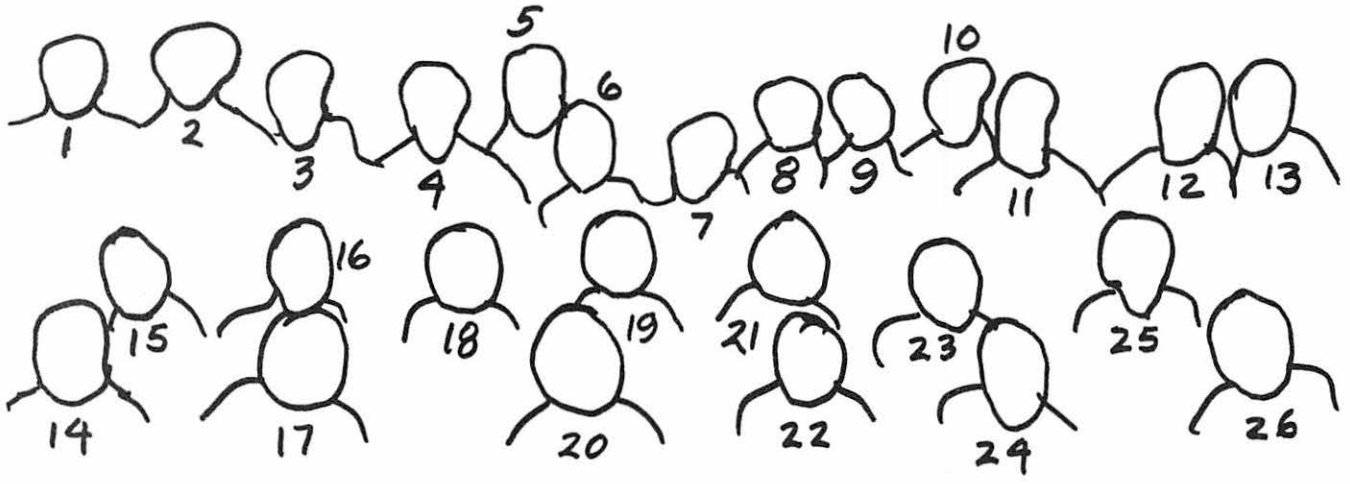
Salt is our number one source of sodium. Eliminating table salt as a seasoning is a good first step in cutting your sodium intake. But sodium is found in other things we eat too, often in places we wouldn't expect it to be. For example, prepared or pre-packaged foods are a major source. Sodium is used in prepared foods as a preservative, as a "flavor enhancer" and as a substitute for higher priced ingredients. It is included in almost every kind of processed food: baked goods, lunch meats, canned and frozen foods, cereals, candy, cheese, condiments, and ice cream. Americans eat almost half their meals away from home. Restaurant food, especially fast food, is often high in sodium. Many medications, particularly antacids, cough medicines, and laxatives are also high in sodium.

What can you do to help reduce the amount of sodium you eat? Use more fresh fruits, vegetables, and meats, and don't add salt in cooking or baking. A taste for salt is acquired. The less you use the less you'll want. Read labels on all processed foods to check for sodium. The word sodium will appear in many different forms (e.g., mono *sodium* glutamate, *sodium* benzoate, di-*sodium* phosphate, etc.). They all mean sodium was used in preparing the product.

Try seasoning with lemon juice, fresh and dried herbs, and spices like curry powder, celery seed, pepper, and paprika. Ask restaurants not to add any salt to your order. Avoid salty snacks like pretzels, potato chips, and corn chips. Eat more low calorie foods. With few exceptions, people who watch their weight find their sodium intake goes down at the same time. Before buying any non-prescription medicine, ask your pharmacist to suggest low sodium products.

It's Your Choice

As a high blood pressure patient, you are an active partner in your own treatment.



Burlington Northern delegates included the following: 1—B. J. McComb, local chairman, St. Paul Lodge 87; 2—T. R. Catherall, local chairman, Essman Lodge 133; 3—L. F. Parker, Jr., local chairman, Aurora-Galesburg Lodge 103; 4—C. H. White, local president, local 103; 5—B. D. Anderson, local chairman, Lincoln Lodge 119; 6—J. D. Prince, local 133; 7—M. R. Willer, local chairman, Vancouver Lodge 188; 8—G. E. Brown, local chairman, local 87; 9—M. B. Bender, recording & financial secretary, local 119; 10—D. J. Meech, local chairman, Great Northern Lodge 154; 11—W. J. Gee, local chairman, local 188; 12—M. A. Wright, local president, local 188; 13—E. D. Wright, recording & financial secretary, local 188; 14—R. J. Bollinger, local chairman, local 119; 15—R. D. Frank, local chairman, local 103; 16—P. M. Johnson, local chairman, local 103; 17—T. L. Reiners, local chairman, local 119; 18—H. Heilman, local chairman, local 154; 19—R. F. Richardson, assistant general chairman & general secretary-treasurer; 20—R. L. Jordan, local chairman, local 188; 21—W. A. Class, Jr., general chairman; 22—H. R. Neihart, recording & financial secretary, local 103; 23—G. A. McConn, recording & financial secretary, local 154; 24—E. J. Otto, recording & financial secretary, local 87; 25—A. L. Vierkant, local 154; and 26—R. L. Dykhoff, local chairman, local 154.

Whether your diet is your only therapy or whether it helps your medication lower blood pressure, you are the only one who can make it work. It's up to you to make the decision to eat right and help keep blood pressure under control.

Following good eating habits for a lifetime gets easier as you go along. If you have questions ask your doctor. He or she may refer you to a nutritionist or dietician. Get your family to help, too, by making weight and sodium control a family habit.

Lump sum death benefits explained by W. D. Best

Under the Railroad Retirement Act, survivors of deceased railroad employees may qualify for benefits from the U.S. Railroad Retirement Board. In addition to the monthly benefits provided for widows, widowers, children, dependent grandchildren and dependent parents, the Act also provides 2 types of lump-sum death benefits.

The following questions and answers describe these lump-sum benefits and their eligibility requirements.

(1) What are the 2 types of lump-sum death benefits available under the Railroad Retirement Act?

One type is the insurance lump-sum benefit, which is intended to help with a deceased employee's burial expenses. The other type is the residual payment, which assures that a railroad family receives at least as much in benefits as the employee paid in railroad retirement taxes before 1975, when railroad retirement taxes were generally much higher than social security taxes.

(2) What are the requirements to qualify for lump-sum death benefits from the Board?

In order to qualify for an insurance lump-sum benefit, or for monthly survivor benefits from the Board, the family must be insured for survivor benefits from the Board. A family is insured for these benefits if the employee completed at least 120 months of railroad service and had a "current connection" with the railroad industry. In general terms, the current connection requirement is met if the employee had worked in the railroad industry until just prior to retirement, or death if before retirement.

An insured status is not required for the residual payment. Thus, a residual payment could be made even if the employee had less than 120 months of service or did not have a current connection.

If the family is not insured for survivor benefits from the Board, the employee's railroad retirement credits would be transferred to the Social Security Administration, and any survivor benefits would be payable by that agency, based on the deceased employee's combined railroad retirement and social security credits. However, if a residual lump-sum death payment is made, no future benefits could be based on the deceased employee's railroad retirement credits; but the family might qualify for social security survivor benefits, based on the deceased employee's social security credits alone.

(3) Under what conditions is an insurance lump-sum benefit payable?

An insurance lump-sum benefit is payable if monthly survivor benefits are not payable in the month of the employee's death. If monthly survivor benefits are payable, in most cases the monthly benefits in the year after the employee's death are much greater than the insurance lump-sum would have been. Otherwise, a widow or widower could receive a deferred lump-sum benefit, which would be the amount of the insurance lump sum less the amount of any monthly survivor benefits paid in the year after the employee's death.

(4) How much does the insurance lump-sum benefit amount to?

If the employee completed the 120th month of service after 1974, the insurance lump-sum benefit would be $255. If the employee completed 120 months of service before 1975, the maximum insurance lump-sum benefit is almost $1,200; and the average benefit awarded in 1980 was about $780.

(5) Who receives the insurance lump-sum benefit if one is payable?

The insurance lump-sum benefit is payable to the widow or widower, if she or he was living with or supported by the employee at the time of the employee's death. Otherwise, it would be payable to the funeral home or to the payer of the funeral expenses, but only up to the amount of the funeral costs.

(6) Is there any time limit on filing an application for an insurance lump-sum benefit?

Yes. An application for the insurance lump-sum benefit must be filed within 2 years after the employee's death.

(7) How is the residual payment calculated?

The residual payment is the amount of the employee's pre-1975 railroad retirement taxes, plus an allowance in lieu of interest, less

any retirement benefits which were based on the employee's railroad credits, and less any survivor benefits paid by either the Board or the Social Security Administration.

If an employee received a railroad retirement annuity from the Board for a few years before death, it is likely that the retirement benefits would exceed the pre-1975 railroad retirement taxes; so a residual probably would not be payable.

(8) Under what conditions could a residual payment be made?

If benefit payments have not exceeded a deceased employee's taxes, a residual payment could be made when no family member is actually or potentially eligible for monthly survivor benefits. However, an eligible widow or widower under age 60 may waive rights to any future benefits based on the deceased employee's railroad credits and elect to receive any residual that may be payable. A residual payment could also be made if the only survivor eligible for monthly benefits is also eligible for certain other retirement or survivor benefits from the Board or the Social Security Administration which would be greater than the potential monthly survivor benefits based on the deceased employee's railroad credits.

(9) Who would receive the residual payment?

If the employee had designated a beneficiary for the residual payment, by filing a designation of beneficiary form at any Board office, any residual payment would be made to the designated beneficiary. Otherwise, any residual payment would be made in the following order of precedence: widow or widower, if living with the employee at the time of the employee's death; children; grandchildren; parents; brothers and sisters; estate.

(10) If an employee had designated a beneficiary for the residual payment and subsequently married, would any residual payment automatically be payable to the widow or widower rather than to the designated beneficiary?

No. Once a designation of beneficiary is made, it remains in effect unless it is cancelled or a new beneficiary is designated. This is true even if an employee's marital status changes.

Employees who have designated a beneficiary should periodically review their duplicate copy of the designation of beneficiary form to see if they wish to cancel or change the designation of beneficiary.

(11) What is the best way to apply for survivor benefits from the Board?

Survivors of railroad employees should call or visit the nearest Board office. The Board personnel there will assist individuals applying for benefits.

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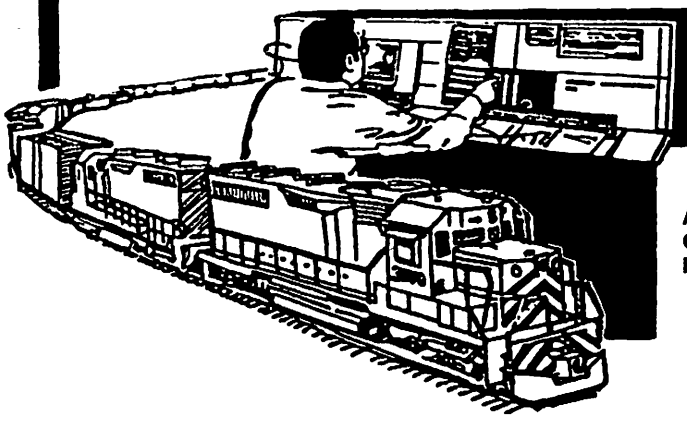

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Direct deposit rates high

The U.S. Railroad Retirement Board's direct deposit program for annuity payments recently received high marks in a review conducted by the U.S. Treasury Department. A report by the Treasury's Bureau of Government Financial Operations noted that the Board's direct deposit procedures are characterized by "efficiency, economy and effectiveness."

The Board, which is headquartered in Chicago, administers the Federal Railroad Retirement and Unemployment Insurance Acts covering the nation's railroad workers, and assists in the administration of other Federal railroad legislation. About 27% of the Board's one million retirement-survivor annuitants participate in the direct deposit program, through which recurring payments are sent directly to an annuitant's savings or checking account.

The direct deposit program saves the Board about $34,000 a month in postage charges.

Railroad retirement annuitants can join the direct deposit program by taking their railroad retirement checks to their financial organization, which will help them complete the required paperwork. Because of the Board's efficient procedures, direct deposit usually begins the month after application, about half the time allowed under Treasury department guidelines.

Electronics

We've been around since Abe Lincoln was in his early 40's. That's a long time. 129 years to be exact and during those 129 years, the Milwaukee Road has distinguished itself as a major carrier . . . a lifetime to the growth and stability of mid-America. Now we're moving rapidly into the 21st century. A century that promises unprecedented growth in our industry and achievement for the Milwaukee Road. To help us move toward that goal, we are seeking qualified people in the following areas:

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Signal staffing for rehabilitation of the Tucumcari line of the Rock Island was recently discussed at BofRS headquarters in Mt. Prospect, IL. St. Louis Southwestern, part of Southern Pacific, will be doing the work, using former Rock Island employees. Shown here (clockwise from left) are: Val Van Artsdalen, grand lodge representative; V. M. "Butch" Speakman, Jr., grand lodge representative; Henry S. Gerth, RI-C&NW general chairman; K. R. Peifer, manager special projects, Southern Pacific; and C. B. Goyne, labor relations officer, SP.

SELF-MEDICATION Cont'd.

pharmaceutical, medical and dental fields assisted in the work. There are 32 chapters dealing with specific drug categories with over 500 pages of material including drawings, charts and index. A special feature is product tables providing concise product information on close to 2,000 of the most frequently used OTC items. The handbook is available for $20 from the Order Desk, American Pharmaceutical Association, 2215 Constitution Ave., N.W., Washington, D.C. 20037.

If consumers are overwhelmed by the 2,000 product figure mentioned in the above handbook, then the size of the current FDA OTC Review project should be even more mind-boggling. Begun in 1972, this project is examining some 250,000 OTC medicines and not surprisingly, is barely half-way to completion!

Food & medicine

By **Esther Margolius**

Eating certain foods while taking a particular drug can be dangerous and some drugs can affect the way your body uses food.

When a doctor prescribes a medication, he will often advise that it be taken either before or after meal time. He may also suggest that it be downed with a particular liquid. Sometimes a whole diet will be prescribed in conjunction with the medication. The advice should be followed as it is important for your health.

In 1978, every man, woman and child in the U.S. was given an average of almost seven drug prescriptions, according to estimates of the Department of Health and Human Services. Has this high level of drug prescribing led to more effective use of drugs? The answer too often is no and consumers can do something about it. Studies over the past decade have shown that one-third to one-half of all drug consumers are not taking their drugs correctly.

People over 65 use 25% of prescribed drugs in the U.S. Therefore, it is important to further warn elderly patients. Poor eyesight is a common problem among the elderly, therefore make sure the doctors use readable directions on medicare vials or boxes.

If you take a diuretic (water pill) do you wash it down with orange juice? Do you make a point of eating more bananas when you're on that medication? If you don't, you run the risk of losing a significant amount of potassium from your body. Diuretics are among many medications which interact with certain foods to affect body chemistry.

Foods which are good sources of potassium besides bananas and orange juice are: tomatoes, tomato juice, cantaloupes, figs, prunes, potatoes, sweet potatoes, dried apricots and oranges.

Often a reaction between the chemistry of a particular food and the drug being taken can interfere with the drug's effectiveness. Some problems arising from these interactions include inhibiting the body's ability to absorb certain vitamins and nutrients, thereby slowing the reaction time of a medication, and a possible countering of the drug's effect, in some instances, even worsening the condition it was meant to control.

Food and Drug Administration guidelines, in effect since 1979, require that drug companies print the known adverse reactions

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Form ML-1 Rev. 8/80

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caused by foods or other drugs on the patient package inserts that accompany prescription drugs.

While many severe drug and food interactions can be avoided if the patient's diet is nutritionally balanced, many people's diets are deficient. A particularly vulnerable segment of the population would be women who use oral contraceptives, or The Pill. The Pill can lower the blood level of Vitamin B_6 and folic acid. If a woman's diet is not well balanced and she doesn't eat enough green leafy vegetables, she can jeopardize her health.

Common over-the-counter medications, such as aspirin substitutes may have their effectiveness compromised by certain foods. For example, if crackers, dates, jelly and other carbohydrates are ingested when *Tylenol, Datril* and other like medicines are taken, the pain relief qualities of these drugs are delayed.

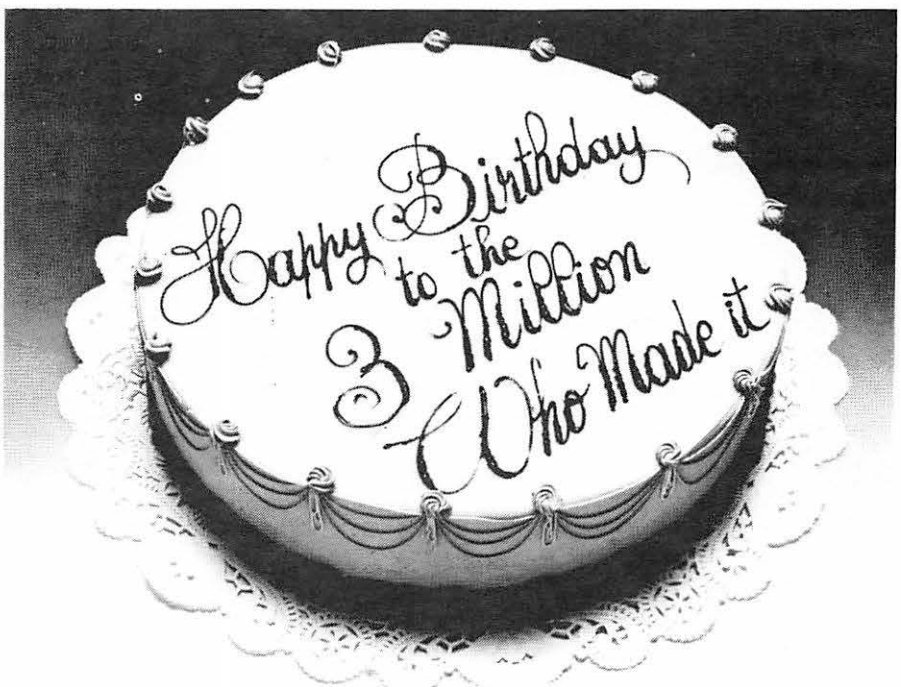
The antibiotic *Erythromycin*, is not as effective when downed with acidic fruit juices or soft drinks. Those liquids cause the drug to break down too rapidly, in the stomach rather than in the intestines, where it will be able to enter the blood stream. The anti-bacterial action of the drug may also be impaired.

People with iron deficiencies who are prescribed such supplements as *Feosol* or *Fergon* should avoid milk, eggs and cereals. Eating them while taking the iron pills can inhibit the absorption of iron through the formation of insoluble iron salts. Likewise, the calcium in dairy products impairs the absorption of tetracycline; therefore, the two should not be taken together.

Alcohol should not be consumed with any medication, whether it is prescription or over-the-counter. Among other interaction possibilities, alcohol combined with anti-histamines can result in drowsiness, (particularly dangerous when driving a car). Alcohol combined with drugs such as tranquilizers can result in death.

Another dangerous interaction can occur between *monoamine oxidase inhibitors* (MAO), drugs prescribed for depression and high blood pressure and foods high in *tyramine*. Blood pressure can rise to dangerous levels causing severe headaches, even brain hemorrhage and, in remote cases, death. Foods to be avoided include chicken livers, chianti wine, aged cheeses and fermented foods like yogurt, sour cream and beer. Your doctor can provide a more complete list.

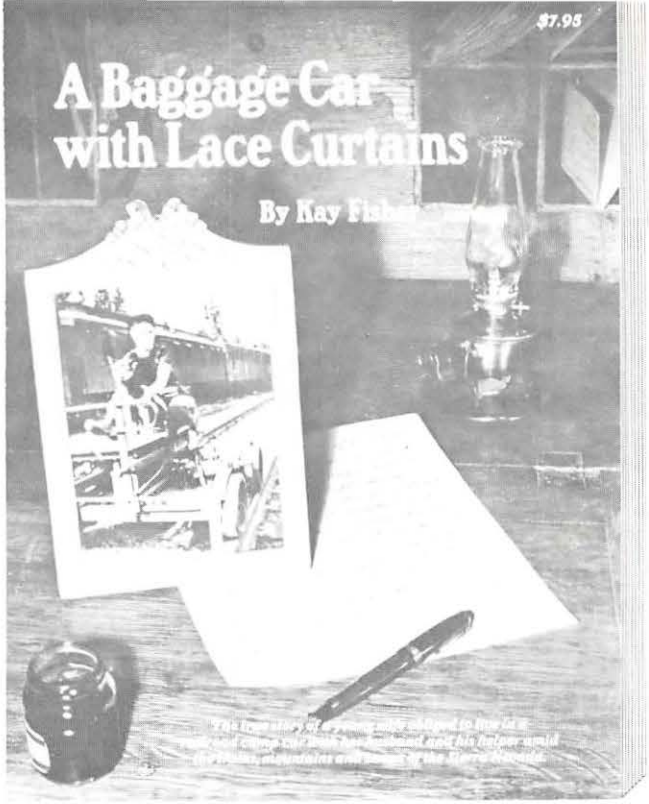
The best advice for the consumer is to listen to your doctor. When he says that a certain medication be taken with orange juice, it isn't because he owns fifty shares in an orange juice company. Food and drug interaction can have serious consequences. While taking drugs, be sure to inform your doctor about any unusual symptoms that follow eating particular foods. If you have any questions about your diet, ask your doctor. Your pharmacist can also advise you what precautions to take with a particular drug.



Each year more than 50,000 newborn don't live to their first birthday. Prenatal care increases the chance for a healthy survival and helps prevent birth defects.

March of Dimes
BIRTH DEFECTS FOUNDATION

Camp car life as it was in the 1940's is told by Kay Fisher, wife of Bill Fisher, signalman on the Southern Pacific in the Sierra Nevada mountains in California.



Camp car living had its moments

Few of today's signalmen have had the experience of living in camp cars. There are some signal crews still living in camp cars, but as time goes on the Brotherhood of Railroad Signalmen has been able to negotiate agreements with railroads to retire the camp cars and put crews into hotels or motels. This was not always so, and a very interesting, delightful, humorous and serious book has been published concerning camp car life titled "A Baggage Car with Lace Curtains."

It is about life in the 1940's on the Southern Pacific. Bill Fisher took his young bride, Kay, up in the Sierra Nevada mountains in California on the SP mainline between Oakland, CA and Ogden, UT. They lived in a converted baggage car, No. 713, and had a boxcar, No. 787 for tools and supplies — in what might be called a "married pair." In rapid transit terminology, two cars that are permanently coupled are called a married pair.

Author Kay Fisher tells the story from the viewpoint of a young wife obliged to live with her husband in their baggage car and tool car parked on various spur tracks. Once the cars were parked inside the snowsheds at Norden. Another time the cars were parked next to cattle pens. When Kay decides that's too much, the yardmaster obligingly moves the cars next to the engine house. The goal of Kay and Bill Fisher was to have their own house, which they got when he was promoted to signal maintainer.

Although many chapter have humor in them, there's an abiding serious theme, namely that Kay and Bill Fisher will make their marriage work and be successful. There are times when she wanted to leave the railroad — and she says so — but she persevered to keep their marriage a warm, happy and successful one. Their two sons are in the SP signal department.

For railroaders and non-railroaders alike, this book is full of humorous incidents and serious anecdotes. Kay tells it like it was. She tells how she coped with train crews, telegraphers, track laborers, other wives living in camp cars, switch engines, oil lamps and an outdoor privy (affectionately called the dream house). Signalmen and their families will certainly enjoy this book. It's family reading at its best.

Price is $7.95. Order from **B&K Fisher, P.O. Box 714, Colfax, CA 95713.** (California residents must add 48 cents sales tax.)

Please send me _____ copies of **"A Baggage Car with Lace Curtains."** Enclosed is check or money order payable to B&K Fisher. Price is $7.95 per copy. CA residents add 48¢ per copy, tax. Send coupon and payment to **B&K Fisher, PO Box 714, Colfax, CA 95713.**

Name: _____

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What About Your Medical Records?

By Esther Peterson

Have you ever stretched your neck in a vain attempt to see your doctor's notes after he (or she) asks you a question or presses your abdomen? And have you felt too inhibited — or too scared — to ask what significance "uh-huh-h-h" takes on just before the doctor writes something *else* down?

Although many patients are entitled to medical records held by the Federal government under the Privacy and the Freedom of Information Acts — and others may also have such access, thanks to state laws — many others have no idea what those records contain and even less idea of how to obtain them.

Having access to your medical records will:

- Make you a better patient.
- Help you establish a more open doctor-patient relationship.
- Provide you with continuity of care when you change doctors.
- Provide immediate emergency information.
- Protect you from unnecessary exposure to X-ray and other diagnostic tests.
- Moderate spiraling health care costs.
- Help you protect your privacy by letting you see and correct information that will be passed on to others.

Although most states have laws designed to keep unauthorized persons from seeing some of the most intimate details of your life, there is no absolute guarantee of confidentiality, and patients often do not have a good idea of how extensive even *authorized* disclosure might be. Insurance companies, welfare departments, schools, employees, and others may know more about you than you know yourself. So be wary of "blanket authorizations" that release more information than is necessary.

In spite of the obvious advantages of consumer access to medical records, many doctors and other health care professionals oppose patient access to those records. They say such access could result in inappropriate disclosure of medical information and that certain individuals might start "treating" themselves. They maintain that patients won't understand the technical language in the records and that it would "take too much time" to explain everything to the patients. And finally they say that the quality and value of records would decline with unrestricted access because doctors would be reluctant to record mere speculations and would have to sacrifice directness and clarity for diplomacy.

I am not convinced by these arguments because I think patients would, on balance, benefit from seeing their records.

What You Can Do

Fortunately, the present trend seems to be toward greater patient participation and education, but much remains to be done. Several bills dealing with this subject are presently pending in Congress, although no final action has been taken. In the meantime, there are some things you can do about getting access to your medical records.

Know and *assert* your rights. If the Veterans Administration, Public Health Service or a Department of Defense military hospital has your records, you are entitled to see them under the Freedom of Information and Privacy Acts.

Some states give patients the right to inspect or copy their records with relatively few restrictions (except mental health records). These are Colorado, Hawaii, Illinois, Minnesota, Nevada, Oklahoma, Oregon, Virginia and Wisconsin. (Florida and New York generally permit access to doctors' records; and Connecticut, Indiana and Massachusetts generally authorize access to hospital records.) Check the laws in your own state for specific details on patient access.

Even if you do not live in one of the states permitting relatively free access to your records, don't be discouraged because almost all states that do not have statutes *granting* access also have no statutes *denying* it. You should document your requests for access, including telephone conversations. Then if your request is denied, you might have to get outside help, such as finding out if there are any patients' rights groups in your area.

Information Available

The Health Research Group (HRG), one of several nonprofit groups funded through private contributions made to Ralph Nader's Public Citizen, Inc. (and from which much of the information for this column was taken), has published a guide to help consumers obtain their medical records. *Getting Yours: A Consumer's Guide To Obtaining Your Medical Record* contains step-by-step instructions on how to get your records, an overview of state laws, and advice on how to get state laws changed to permit more access to your medical records. It may be purchased for $2.50 from the Health Research Group, 2000 P Street, N.W., Washington, D.C. 20036. HRG also has a catalogue of other health-oriented publications which it will send you without charge if you write to the address listed above.

In Maryland, like most other states, health records are the property of doctors, health care providers, and facilities that maintain them; and patients have very little legal access to their records. The Consumer Council (in Maryland's Attorney General's office) has recently examined this problem and has published *Patient Access to Medical Records in the State of Maryland.* The Council surveyed the practices of several Maryland state hospitals on patients' rights, current literature in the field of privacy and patients' rights, and the efforts of other states to solve this problem. The Council recommends that the right to review, copy and correct records be guaranteed to Maryland patients and that they be notified of these rights. This booklet is available free by writing the Consumer Council, 26 South Calvert Street, Baltimore, Maryland 21202; telephone 301-383-7461.

Esther Peterson is Special Assistant to the President for Consumer Affairs and Director of the U.S. Office of Consumer Affairs.

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CLOTH EMBLEM with BofRS in white letters on red border, two locomotives, and green over red searchlight signal.

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PLAYING CARDS with BofRS emblem are now available. These high quality cards come in the conventional bridge decks, including jokers. Cards and emblems are in color.

GOLF CAPS with BofRS in color are available in small, medium or large with adjustable head band. These lightweight net caps come in red, black or white.

The eight-volume **SIGNALMAN'S TRAINING COURSE** covers

1. Electricity, circuit symbols and nomenclature
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4. Traffic control systems and power switch machines
5. Highway grade crossing warning systems, FRA RS&I tests
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7. Ctc machines and their operation
8. Maintenance of signal equipment

SIGNALMEN'S DECAL has adhesive backing so it can be applied to glass, leather, metal, etc. for BofRS identification on car windows, bumpers, luggage, hard hats, etc. The emblem is 4-inches or 3-inches in diameter. It has a red border with white letters. The signal displays green over red.

Metal **COLORLIGHT SIGNAL LAPEL PIN** 1/2-inch in diameter with signal showing green over yellow over red on white enamel background. Signal and pin outlined in gold.

BofRS **LAPEL PIN** identical to decal except letters and outline are in gold.

Red nylon **WINDBREAKERS** with elastic sleeve ends that fit tight to the wrists and with a drawstring at the bottom to pull tight to the waist come in three sizes: small (36-38); medium (40-42); and large (44-46). Two slash pockets and a cloth BofRS patch on the left front complete these men's jackets.

A **HISTORY OF THE BROTHERHOOD OF RAILROAD SIGNALMEN** has been written by the late A. E. Lyon, president emeritus, which covers the 75 years of the Brotherhood since its founding in 1901.

MASTER NATIONAL AGREEMENT BOOK has the basic provisions of national agreements negotiated with U.S. railroads and the BofRS. They are contained in a loose-leaf binder with 2-inch rings so there is room for additional material, such as local agreements. The 25 sections are:

A Summary of wage changes
B Summary of other benefits
C Washington job protection agreement of 1936
D Vacations
E Union shop agreement
F Holidays
G Claim and grievance handling
H Health and welfare
I Force reductions
J Employment security
K Travel time and away-from-home expenses
L Off-track vehicle accidents
M Jury duty
Mc Current agreement
N Overtime
O Camp cars
P Apprentice programs
Q Change of residence
R Earnings deduction in discipline cases
S Supplemental sickness benefits
T Union dues checkoff
U Amtrak C-1, C-2
V Seniority modification agreement

Determine your rights under FELA

Members who are injured on the job and the dependents of those members who have been killed or have died as the result of such injuries should by all means ascertain their rights and benefits under the Federal Employers' Liability Act before attempting any settlement with the railroad.

Below is a list of attorneys who, on the basis of information made available to us, are competent to give full information and assistance to those in need of it.

This list is compiled and maintained on the strength of information furnished us by both attorneys and members. Everyone concerned is urged to keep us informed regarding cases handled, nature of the case, terms of the settlement, commendations, criticisms, etc. **Information should be forwarded to R. T. Bates, president, Brotherhood of Railroad Signalmen, 602 West Golf Road, Mt. Prospect, IL 60056.**

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(Associated with -
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Charles Center South, Suite 310
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(Associated with -
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1900 Fifth Ave., North
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City National Bank Bldg.
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Tel. (305) 861-4971
(800) 327-4552
(Associated with -
Hastings & Goldman)

Minneapolis, MN 55402
Robert N. Stone
330 Second Ave., South
790 Galaxy Building
Tel. (612) 371-8900
(800) 328-8608
(Associated with -
Rerat Law Firm, P.A.)

New York, NY 10017
Arnold Elkind
122 E. 42nd St., Suite 1515
Tel. (212) 986-4921
(Associated with -
Elkind & Lampson)

Oakland, CA 94612
Frederick L. Nelson
1212 Broadway
Tel. (415) 451-6732
(Associated with -
Hildebrand, McLeod
& Nelson, Inc.)

Philadelphia, PA 19110
Kenneth Syken
835 Land Title Building
Broad & Sansom Sts.
Tel. (215) 564-3700
(Associated with -
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Deadline

Mt. Prospect, IL 60056
November 26, 1980

SIGNALMEN will receive a 32 cents per hour increase in pay effective January 1, 1981 because of the increase in the Consumer Price Index between March and September 1980. Also, 26 cents of the cost of living pay that became effective July 1, 1980 will be rolled into the basic rates of pay on December 31, 1980.

UNION MEMBERS now have contracts at ten J. P. Stevens plants as a result of a national settlement between the company and the Amalgamated Clothing & Textile Workers Union. Also, the 4-year consumer boycott of Stevens products has been ended.

NEW SIGNALING for 113 miles of commuter lines in New Jersey will be furnished by General Railway Signal Co. The project, to be completed in 1982, includes the conversion from dc to ac electrification. Single and double-track lines to get new signaling run from Hoboken and include the Morristown line, the Gladstone and Montclair branches.

TRAFFIC CONTROL SYSTEM installations covering 226 miles in Texas are approved by the Federal Railroad Administration. Missouri Pacific will install 127 miles of ctc between West Junction and Spring on the Palestine division. Santa Fe will install 99 miles of ctc between Temple and Cleburne.

MILWAUKEE ROAD has sold parts of its lines in Idaho, Montana and Washington to the Burlington Northern and Union Pacific. Additionally, South Dakota will buy about 800 miles of MILW lines. The BN and UP sale involves agreements to hire MILW employees.

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Scotchcast Re-enterable Splicing Kits give you a compound-filled inline or T-tap splice that lets you get back into the splice if desired, and still reuse the tough PVC mold body and hardware. Only normal hand tools are needed to make these splices. When you're finished, the splices are ready for the toughest conditions. Each kit has all the materials needed to insulate and seal re-enterable splices, including the urethane insulating compound (Scotchcast 2114). Kits handle cable diameters from ¼" to 2½".

Scotchcast Inline Splicing Kits use permanent rigid body molds filled with a pliable polyurethane compound (Scotchcast 2104). Again, common hand tools will get the job done quickly. The splices are ready for direct burial as soon as the insulating compound cures. You can use this series for inline splices on cable diameters from ¼" to 3¼".

All splices are tough enough to withstand continuous operation at 90°C (with an emergency overload temperature of 130°C).

Both kit types can be used on shielded or non-shielded plastic or rubber jacketed cables with ratings up to 1000 volts. Whether re-enterable or permanent, you can fit Scotchcast to the application, from intersection signals to telemetry cable to crossing gate signal installations.

3M Scotchcast Splicing Kits will pay off in your next underground job. Check with your electrical distributor, or write for full information to:

Dept. EAO-16, Electro Products Division,
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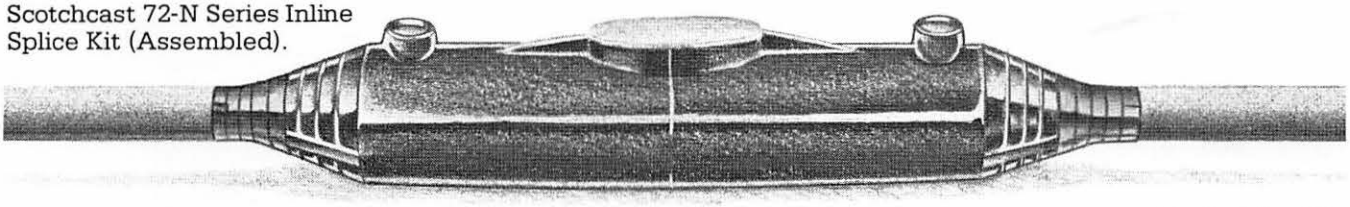
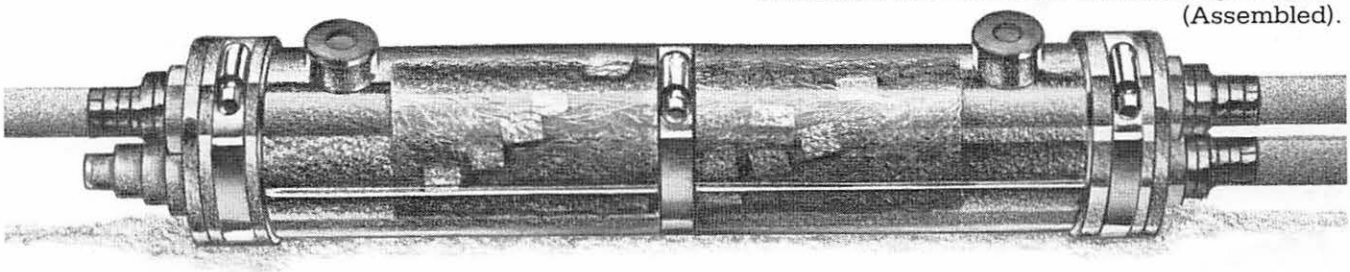
Scotchcast 72-N Series Inline Splice Kit (Assembled).



Scotchcast 78-R Series Re-enterable Splicing Kit (Assembled).



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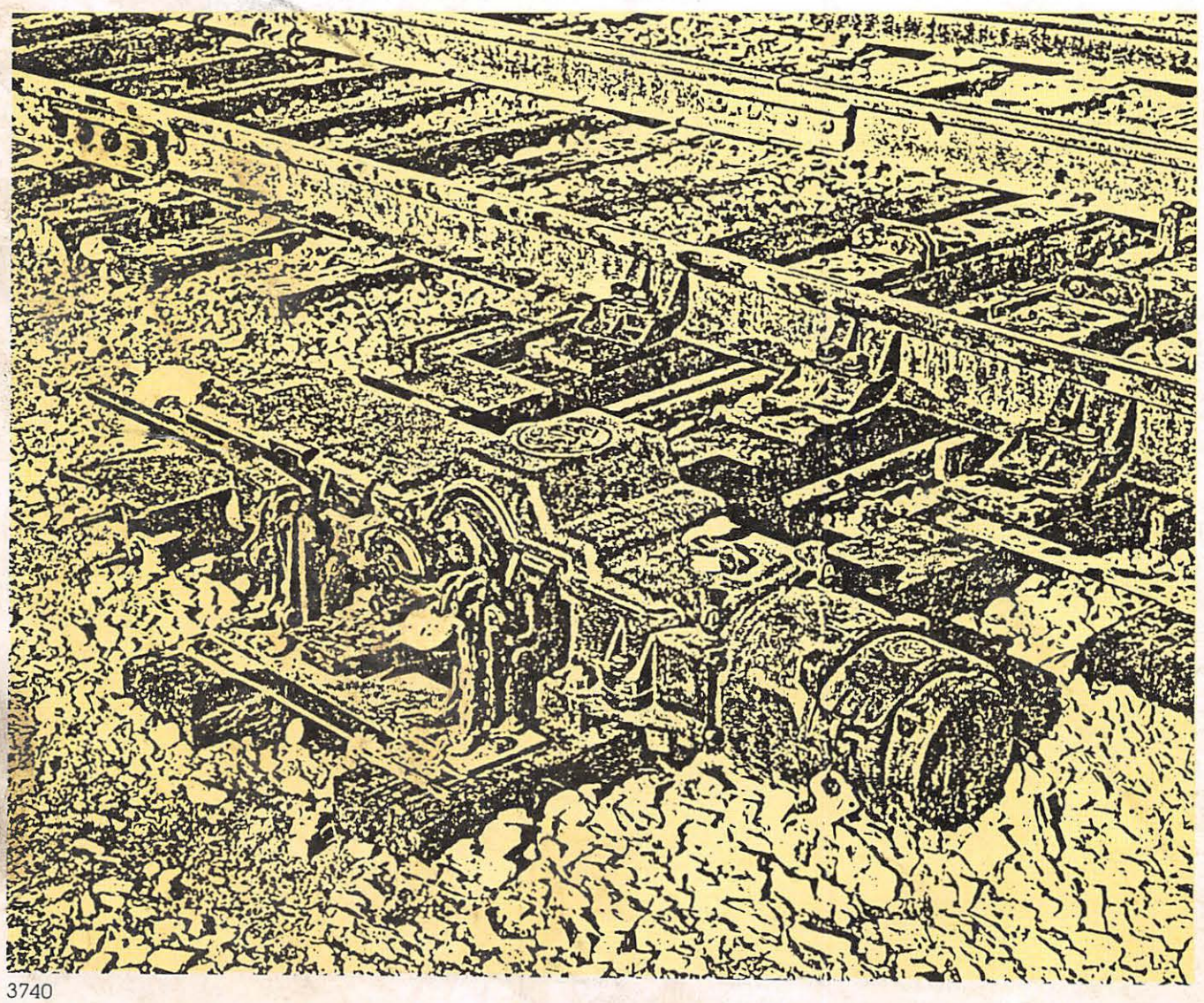

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